

Department of  
Veterans Affairs

# Memorandum

Date: May 13, 2015

From: Director, VA Puget Sound Health Care System

Subj: Administrative Investigation of Police Service Leadership

To: Dale Hendley – Chair  
Roger Brushaber – Member  
William Shirah – Member

1. You are hereby appointed to an Administrative Investigation Board (AIB). The AIB shall conduct a thorough investigation into the facts and circumstances surrounding the following allegations of Police leadership and management:

- a). Exhibited discrimination based on race and age, offensive conduct, creating a work environment that is intimidating, and/or hostile, and/or abusive; or retaliating against employees who try to report the various wrongdoings;
- b). Gross mismanagement, and abuse of authority to include unfair hiring practices, inadequate contract management, budget management, performance evaluation, follow through with personnel actions, inappropriate use and oversight of time and attendance;
- c). Ineffective communication within the service, with Law Enforcement Training Center in Little Rock, with OIG, US Attorney's Office, OSLE, and community partners such as Seattle Police Department.
- d). Were any other matters similar to those above identified? If so, please describe.

2. This memorandum authorizes you to inquire into all aspects of this matter; to require VA employees to cooperate with you; to require all employees having any knowledge of the complaint to furnish testimony under oath or affirmation without a pledge of confidentiality; to obtain voluntary sworn testimony from other individuals; to administer oaths and affirmations; and to gather other evidence that you determine is necessary and relevant. These authorities are delegated for the purposes and duration of this investigation only. Your investigation shall be conducted and reported in accordance with VA Directive 0700 and VA Handbook 0700 (Administrative Investigations) and the applicable negotiated agreements.

3. Preparations for the investigation should begin immediately. You shall submit your completed report and investigative file to me within 45 days of the beginning of the witness interviews (set for June 1, 2015), unless an extension is granted.

4. Your report should be submitted in accordance with the format described in Chapter 6 of VA Handbook 0700.

Subj: Administrative Investigation of Police Service Leadership

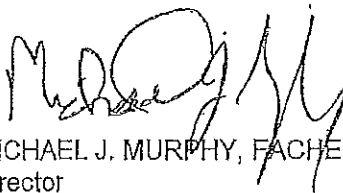
Page 2

The AIB shall make findings and conclusions as to whether or not the allegations listed in paragraph no. 1 are true.

Your report must include specific references to which, if any, governing policies and other pertinent laws, policies, regulations, or collective bargaining agreements were determined to have been violated.

5. Darin Derrick, HR Specialist, (206) 658-4214, is available to assist with this investigation.

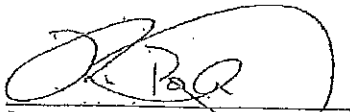
6. Wayman Chan, Risk Management Program Analyst, (206) 764-2353, will provide any necessary administrative assistance. For any necessary legal support, contact Regional Counsel attorney Leigh Schwarz at (503) 412-4584.



MICHAEL J. MURPHY, FACHE  
Director

Director, VA Puget Sound HCS  
Report of Investigation -- Police Management

Submitted by:



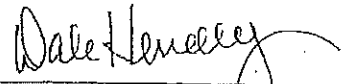
Roger Brushaber, Member  
Chief of Police  
VA Illiana Healthcare System  
Danville, Illinois

9/3/15  
Date



William Shirah, Member  
Chief of Police  
St. Louis Healthcare System  
VISN 15, Lead Police Chief

09/03/2015  
Date



William Dale Hendley, Chair  
Chief of Police  
Salem VA Medical Center  
VISN 6, Lead Police Chief

SEP 03 2015  
Date

Department of  
Veterans Affairs

MEMORANDUM

Date: August 14, 2015

From: Administrative Investigation Board

Subj: Report of Investigation into Allegations of Police Leadership and Management

To: Director, VA Puget Sound Health Care System (00)

Thru: Risk Manager

The Administrative Investigation Board ("AIB" or "Board") has completed its investigation as directed by your memorandum dated May 13, 2015, as amended (Attachment A-152).

**1. Scope**

As specified in the original charge letter, this Board was convened to conduct an investigation into the facts and circumstances regarding the following:

- a. Allegations that Police leadership and management of the Puget Sound Health Care System (PSHCS) exhibited discrimination based on race and age, offensive conduct, creating a work environment that is intimidating, and/or hostile; or retaliating against employees who try to report the various wrongdoings;
- b. Allegations regarding Police leadership and management for gross mismanagement, and abuse of authority to include unfair hiring practices, inadequate contract management, budget management, performance evaluation, follow through with personnel actions, inappropriate use of oversight of time and attendance; and
- c. Allegations regarding Police leadership and management of ineffective communications within the service, with the Law Enforcement Training Center in Little Rock, with the OIG, U.S. Attorney's Office, OS&LE, and community partners such as Seattle Police Department.


The board identified potential witnesses after a thorough review of the available documentary evidence focusing on those individuals who would most likely have the direct, first-hand knowledge of these allegations.

Department of  
Veterans Affairs

Memorandum

Date: September 30, 2015  
From: Director, VA Puget Sound Health Care System (663/S-00)  
Subj: Completion of Investigation Certificate for the Police Service Leadership  
Ref: VA Handbook 0700, Administrative Investigations

1. I have conducted a review of the attached Report of the Administrative Investigation Board dated August 14, 2015, (addendum dated September 3, 2015), in accordance with VHA Handbook 0700. The Board investigated the following allegations of Police leadership and management:
  - a) Exhibited discrimination based on race and age, offensive conduct, creating a work environment that is intimidating, and/or hostile, and/or abusive; or retaliating against employees who try to report the various wrongdoings;
  - b) Gross mismanagement, and abuse of authority to include unfair hiring practices, inadequate contract management, budget management, performance evaluation, follow through with personnel actions, inappropriate use and oversight of time and attendance;
  - c) Ineffective communication within the service, with Law Enforcement Training Center in Little Rock, with OIG, US Attorney's Office, OSLE, and community partners such as Seattle Police Department.
2. Modifications: There are no modifications to the attached investigative report.
3. Corrective Action: The following corrective action is taken regarding the subject matter of this report. I am directing that a copy of the Report of Investigation and the associated Evidence File be forwarded to Paula Roychaudhuri, Assistant Director, to ensure appropriate actions are taken based on the findings presented by the AIB.
4. Certificate of Completion: I certify that this report has been reviewed for compliance with VA Directive and Handbook 0700, and the subject of the report has been properly investigated.

  
MICHAEL J. MURPHY, FACHE  
Director

Attachment

The scheduled interviews included:

- (1) Mr. Ray Crawford, Chief, Logistics Service
- (2) Mr. Ronnie Jones, EEO Manager
- (3) Ms. Jamie Wade, HR Specialist/Labor Relations
- (4) Mr. Joseph Beedle, Chief of Fiscal Service

(5) [FOIA Exemption (b)(6)]



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Mr. Ray Crawford, Chief of Logistics, arrived to the Puget Sound Health Care System in January 2015 and was not aware if the Police Service had any contracts assigned to the Police Service or not. Mr. Crawford did not have his interview transcribed as he had no information to share with the Board regarding the above allegations.

The transcribed testimony of all witnesses may be found as Exhibits 53-87.

## 2. Significant procedural issues

The AIB panel requested an extension from the Medical Center Director until August 15, 2015, which was approved.

## 3. Findings of Facts

(1) FACT: Mr. Ronnie Jones, EEO Manager was interviewed by the Board and testified that the Police Service only had four EEO complaints filed against Police Management of which three were Unsubstantiated and one is ongoing between 2013 and 2015.

*(Exhibit 1, Email from Ronnie Jones; Exhibit 53, Transcribed Testimony of Ronnie Jones, Page 5, Line 22-25 and Page 6, Line 1-9)*

(2) FACT: Ms. Jamie M. Wade, HR Labor Relations Specialist was interviewed by the Board and testified that only (FOIA Exemption b6) completed supervisory training that she offered for Police Service. Ms. Wade provided an email to (FOIA Exemption b6) called "Supervisor's Counseling Coaching and Employee Engagement Program". This email covers topics such as Police Code of Conduct; relevant statutes, regulations and policies for VA Police Officers; Title 38 C.F.R. 1.218; VAPSHCS memorandum EC-06 Security and Law Enforcement; VAPSHCS Police and Security Service Standard Operating Procedure; Standards of Employee Code of Conduct (Ethical Conduct); Workplace Violence Prevention Program; VA Secretary's Equal Employment Opportunity Program; and VHA Directive 2009-071 Prevention of Workplace Harassment. Ms. Wade provided a document titled "Police Officer (FOIA Exemption b6) - Avenues of Redress History - January 2015", which outlines the complaints and current status of cases filed by (FOIA Exemption b6) and another email titled "Successful Closure of Three Fitness for Duty Cases", outlining the closure of cases involving (FOIA Exemption b6).

*(Exhibit 2, Email from Jamie Wade; Exhibit 3, (FOIA Exemption b6) - Avenues of Redress History - January 2015; Exhibit 4, Email from Jamie Wade; Exhibit 54, Transcribed Testimony of Ms. Jamie Wade, Page 11, Line 18-23; Page 16, Line 20-25; Page 31, Line 5-14)*

(3) FACT: Ms. Jamie M. Wade, HR Labor Relations Specialist was interviewed by the Board and testified that (FOIA Exemption b6) told her that (FOIA Exemption b6) was not a Veteran and that he was lying on his application. She testified that (FOIA Exemption b6) and (FOIA Exemption b6) were not interviewed for a position they applied for (Training Officer) and that (FOIA Exemption b6) served on the PBI (Performance Based Interview) panel for the training officer position. She testified that she believed (FOIA Exemption b6) were withheld and that (FOIA Exemption b6) was bias against (FOIA Exemption b6), which is why (FOIA Exemption b6) was not interviewed.

*(Exhibit 54, Transcribed Testimony of Ms. Jamie Wade, Page 34, Line 2-7, Page 34 - 40; Page 41, Line 6-15)*

(4) FACT: Ms. Jamie M. Wade, HR Labor Relations Specialist was interviewed by the Board and testified that [FOIA Exemption b6] raised that anything that he was doing, whatever that may be, and was constantly being questioned or challenged by [FOIA Exemption b6].

(Exhibit 54, Transcribed Testimony of Ms. Jamie Wade, Page 88, Line 22-25 and Page 89, Line 1-2)

(5) FACT: Ms. Jamie M. Wade, HR Labor Relations Specialist was interviewed by the Board and testified that [FOIA Exemption b6] approved for [FOIA Exemption b6] to be on 100% telework in a law enforcement position does against statutory requirements under Title 38 and detrimental to the law enforcement mission of the healthcare system.

(Exhibit 54, Transcribed Testimony of Ms. Jamie Wade, Page 93, Line 17-25; Page 94, Line 1-18)

(6) FACT: Mr. Joe Beedle, Chief of Fiscal was interviewed by the Board and testified

- a) The Police Service overtime usage was extensive.
- b) He provided a document titled "Payroll-Police OT-CT FY12-15", which reflects that over a four year period the Police Service overtime went from \$127,436.52 in FY 2012, \$295,698.90 in FY 2013, to \$451,792.93 in FY 2014. In FY 2015, as of June 3, 2015, Police Service had already used \$210,122.41 in overtime.
- c) Mr. Beedle provided a document "CY POL" that shows the calendar year and Police staffing level, a copy of the Police Service Organizational Chart, FY 2015 Service Line Budget Request and a copy of the FY 2014 Service Line Budget Request. Mr. Beedle testified that there has been no holds on hiring police positions.
- d) Mr. Beedle reported that Police Service under [FOIA Exemption b6] had over a thousand prior payroll exceptions and that when Acting Chief Schuman came on board he was able in two weeks to reduce the pay roll exceptions to only a few.
- e) Mr. Beedle stated that he considered mismanagement by the Police Service in maintaining their time and attendance records.
- f) Mr. Beedle testified that [FOIA Exemption b6] have a problem in managing their 2237s for their Valet contract due to their lack of ownership. He stated the contract while under the Police has been very sloppy, there have been constant extensions with the current contractor, and logs were never reviewed. He stated that under the direct or indirect management, the Police have seen a constant increase in cost:
- g) Mr. Beedle stated that the COR (Contracting Officer Representative) for the Police Service was [FOIA Exemption b6].
- h) He stated that [FOIA Exemption b6] did attend financial training.



- i) Mr. Beedle testified that when Facilities Management had valet parking under them they averaged between \$100,000 to \$120,000 a month and that under the Police Service they are averaging \$200,000 a month, an increase of \$80,000 a month due to mismanagement.
- j) Mr. Beedle testified that he considered it mismanagement for [FOIA Exemption (b)(6)] to be allowed to go on telework for 90 days when he was the COR for the Valet contract since he would not be able to perform his full duties.

*Exhibit 5, Payroll-Police OT-CT FY12-15; Exhibit 6, CYPOL; Exhibit 7, Police Service Organizational Chart; Exhibit 8, FY 2015 Service Line Budget Request; Exhibit 9, FY 2014 Service Line Budget Request; Exhibit 55, Transcribed Testimony of Mr. Joe Beedle, Page 6, Line 7-11; Page 7, Line 12-20; Page 9, Line 18-24; Page 17, Line 24-25; Page 18, Line 12-21; Page 19, Line 1-3; Page 19, Line 19-24; Page 23, Line 8-14; Page 24-17; Page 25, Line 14-23; Page 26, Line 6-9; Page 27, Line 2-3; Page 39, Line 5-18; Page 40, Line 4-21; Page 44, Line 1-11)*

(7) FACT: On June 3, 2015 at 11:35 am, the Board escorted by [FOIA Exemption (b)(6)] went to the Police Service areas to conduct a review of their work environments. The Board discovered the following:

- a) One temporary evidence locker unsecured with evidence inside of it. [FOIA Exemption (b)(6)], who was nearby, stated that the temporary evidence locker with the evidence inside of it had been unsecured for 2-days.
  - b) All three police officers on duty, except the captains, were in the room. Two were searching the web and one was actually performing law enforcement duties in the VAPS computer system.
  - c) Nobody was on vehicle or walking patrol of the medical center complex.
  - d) Nobody was monitoring the security cameras as required by policy.
  - e) One PSA was at a desk reading a personal electronic notebook.
  - f) The office area was very unorganized and dirty looking.
  - g) The holding room and interview room floors needed cleaning and had a foul odor.
- 
- h) The locker-room had CIP (Pepper Spray) and batons were not secured inside of the wall-lockers.
  - i) Evidence bags were being used to maintain personal items inside of wide open unsecured wall-lockers.
  - j) Various personal medications were in plastic bags inside of wide open unsecured wall-lockers. The lock-room was cluttered, dirty towels and trash on the floor.

k) The Captain's office had paperwork covering the desk tops.

(8) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified

a) The working environment in the Police Service has been hostile.

b) [REDACTED] testified that both [REDACTED] (FOIA Exemption b6) would park in patient parking areas.

c) [REDACTED] stated that he was told by [REDACTED] (FOIA Exemption b6) that he observed a car speeding on the property and when the officer followed the car to a parking spot to warn the driver about speeding it was [REDACTED] (FOIA Exemption b6).

d) [REDACTED] (FOIA Exemption b6) would sit in their office with select officers laughing and joking for hours at a time telling war stories, stuff on the computer, YouTube, etc.

e) That at a meeting he and others attended, [REDACTED] (FOIA Exemption b6) started yelling and screaming at [REDACTED] (FOIA Exemption b6) a conversation about knives.

f) [REDACTED] thinks [REDACTED] (FOIA Exemption b6) is a weak leader.

g) [REDACTED] (FOIA Exemption b6) testified that [REDACTED] (FOIA Exemption b6) was in a hallway when he yelled and used profanity towards [REDACTED] (FOIA Exemption b6).

h) [REDACTED] testified about an incident involving [REDACTED] (FOIA Exemption b6) who had been loud and cursing when a customer service window was open.

i) [REDACTED] (FOIA Exemption b6) addressed [REDACTED] (FOIA Exemption b6) about the incident by also using profanity.

j) [REDACTED] (FOIA Exemption b6)'s communication style was assertive and disrespectful and that when [REDACTED] (FOIA Exemption b6) speaks he uses a lot of profanity.

k) [REDACTED] testified that during a conversation with [REDACTED] (FOIA Exemption b6) [REDACTED] (FOIA Exemption b6) present, [REDACTED] (FOIA Exemption b6) wanted officers to make a physical arrest on a subject. He stated that [REDACTED] (FOIA Exemption b6) told them they did not have an arrest warrant and that they will not arrest the person at that time. [REDACTED] stated that after [REDACTED] (FOIA Exemption b6) left the room, [REDACTED] (FOIA Exemption b6), using some profanity, told the officers they will arrest the person undermining the [REDACTED] (FOIA Exemption b6).

(Exhibit 56, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 1-5; Page 9, Line 1-11; Page 9, Line 12-19; Page 10, Line 17-21; Page 19, Line 3-25; Page 20, Line 1-12; Page 23, Line 18-21; Page 26, Line 2-23; Page 27, Line 12-25; Page 29, Line 11-25; Page 30, Line 6-21)

- (9) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified
- a) That communications from police management [REDACTED] (FOIA Exemption b6) was poor at time.
  - b) He testified that he has heard [REDACTED] (FOIA Exemption b6) use profanity.
  - c) [REDACTED] stated that their conduct was disrespectful toward the officers at times.
  - d) [REDACTED] stated that Chief Toepp was a weak leader.
  - e) [REDACTED] stated that some officers were coming in at times just to work overtime when they already had enough manning.

(Exhibit 57, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 6, Line 13-22; Page 7, Line 1-25; Page 8, Line 1-14; Page 11, Line 7-9; Page 17, Line 3-23)

- (10) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified
- a) [REDACTED] would consider his work environment as hostile.
  - b) [REDACTED] (FOIA Exemption b6) has targeted minorities in the department based on race.
  - c) [REDACTED] (FOIA Exemption b6), when [REDACTED] was an [REDACTED] told [REDACTED] a racial joke "When does a black man ride in a police car, in the back seat, when he sits in the back seat".
  - d) [REDACTED] did not report incidents to police top management because [REDACTED] did not trust them.
  - e) [REDACTED] (FOIA Exemption b6) doesn't make decisions, doesn't do anything and is a weak leader.
  - f) [REDACTED] (FOIA Exemption b6) then provided the Board with a Voluntary Witness Statement where [REDACTED] claims that he, [REDACTED] (FOIA Exemption b6) (retired) and [REDACTED] (FOIA Exemption b6) heard [REDACTED] (FOIA Exemption b6) when [REDACTED] was a [REDACTED] (FOIA Exemption b6) use racial slurs such as "Nigger", "Porch Monkey" and "Jungle Bunny" when talking about a black housekeeper.
  - g) [REDACTED] (FOIA Exemption b6) while being loud and boisterous, use profanity in front of bargaining unit employees.
  - h) Management officials use the word "Nigger" and use profanity in the presence of bargaining unit employees was offensive conduct, intimidating, hostile and abusive.
  - i) [REDACTED] (FOIA Exemption b6) undermine the [REDACTED] (FOIA Exemption b6)
  - j) [REDACTED] (FOIA Exemption b6) was undermining [REDACTED] (FOIA Exemption b6) when [REDACTED] was there.

- k) [REDACTED] then provided the Board with a document bearing the subject "Complaint" stating that on October 1, 2014, [REDACTED] where in a police office and that [REDACTED] spoke about how blacks post stupid things and made a comment about blacks and watermelon. Both [REDACTED] engaged in laughter and Facebook.
- l) [REDACTED] also testified that [REDACTED] has witnessed unfair hiring practices within the Police Service and that when the [REDACTED] were promoted they created a position for [REDACTED]. [REDACTED] stated that [REDACTED] was made a liaison to the courts and later promoted to a training position.

(Exhibit 10, Memorandum, Subject: Discrimination of Minorities within the Police Service Line; Exhibit 11, Voluntary Witness Statement; Exhibit 12, Subject: Complaint; Exhibit 58, Transcribed Testimony of [REDACTED] Page 6, Line 3-12; Page 7, Line 6-25; Page 8, Line 1-25; Page 10, Line 5-10; Page 11, Line 4-20; Page 12, Line 3-12; Page 14, Line 21-24; Page 15, Line 3-15; Page 19, Line 6-15; Page 19, Line 16-25; Page 21, Line 10-25; Page 22, Line 1-24; Page 23, Line 10-22; Page 24, Line 13-23; Page 25, Line 1-10; Page 25, Line 10-23; Page 29, Line 17-25; Page 30, Line 1-8; Page 31, Line 19-21)

- (11) FACT: [REDACTED] was interviewed by the Board and testified
- a) [REDACTED] heard [REDACTED] between 2008 and 2011 make references to black males using the word "Nigger" and that he used this word nonchalantly about housekeepers and with [REDACTED] in the room.
- b) [REDACTED] used profanity in front of bargaining unit employees and that he would berate them in a hallway. [REDACTED] stated that [REDACTED] considered the conduct to be offensive, intimidating, hostile and abusive.
- c) [REDACTED] uses profanity in the presence of bargaining unit employees.
- d) He has witnessed the [REDACTED] undermine the [REDACTED]
- e) [REDACTED] told him once that [REDACTED] had been promoted yet [REDACTED] had not seen the paperwork from Human Resources and [REDACTED] had no clue that he had been promoted.
- f) [REDACTED] then testified about an incident where [REDACTED] was written up due to [REDACTED] gun locker not securing properly. [REDACTED] testified that [REDACTED] actually forced his gun locker open, witnessed by [REDACTED]. [REDACTED] stated that it was verified that many of the locks on the gun lockers were faulty. [REDACTED] stated that when he asked regarding the video about [REDACTED] forcing his locker open he was told by [REDACTED] that there was no video evidence. [REDACTED] stated that only two people had access to the video footage, [REDACTED]
- g) [REDACTED] has undermining the [REDACTED] and that the [REDACTED] in [REDACTED] modify the directions given out by the [REDACTED]

h) [REDACTED] also undermine the [REDACTED] (FOIA Exemption b3).

i) [REDACTED] further testified that there is favoritism when it comes to overtime and the department does not have an overtime roster.

(Exhibit 13, Memorandum, Subject: Weapons return, signature block required; Exhibit 59, Transcribed Testimony of [REDACTED] (FOIA Exemption b3), Page 9, Line 12-20; Page 10, Line 2-19; Page 11, Line 15-25; Page 12, Line 1-2; Page 12, Line 17-25; Page 13, Line 10-18; Page 14, Line 21-24; Page 19, Line 8-20; Page 20, Line 1-14; Page 20-25; Page 38, Line 10-19; Page 39, Line 22-24; Page 53-54)

(12) Fact: Email provided to the Board with the subject "US Attorney and the OIG RAC that was produced by [REDACTED] (FOIA Exemption b6). The email attachment was titled "Meeting with US Attorney and OIG.

- a) The attachment comments that the US Attorney's Office stated that the Seattle VA Police are a "hot mess", that [REDACTED] (FOIA Exemption b3) does not understand [REDACTED] position, or the relationship he should have with the US Attorney's Office, there was no accountability, reports are poorly written, appear to be more of a rough draft, documents fail to list the basics (probable cause statement often not filled in and incorrect statutes), follow-ups are nonexistent (when preparing for trial, US Attorney's office needs all reports (including attachments), they make constant request for the documents and nothing ever happens. No one seems to be able to follow through); they reported that individuals well below the [REDACTED] (FOIA Exemption b3) have called/e-mailed and have been discourteous, can't get someone to call them back and this has resulted in many cases just being thrown out.
- b) [REDACTED] (FOIA Exemption b3) stated in the attachment that the Seattle VAPD is not respected by the US Attorney's Office and that out of the numerous federal agencies represented by the US Attorney, the VAPD is at the very bottom for quality of product.
- c) The attachment comments that the Supervisory OIG agent agreed with the US Attorney on her assessment and stated "We don't do joint cases with Seattle. We have no confidence in them, and I have to protect my agents from lawsuits".

(Exhibit 14, Email with attachment "Meeting with US Attorney and OIG)

(13) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified

- a) Morale in the Police Service is very low.
- b) They would get conflicting orders between [REDACTED] (FOIA Exemption b6) and the [REDACTED] [REDACTED]
- c) Communications is very poor and inconsistent.

- d) He heard (FOIA Exemption b6) use profanity in front of bargaining unit employees and used a racial slur, "These fucking monkeys" when talking about some of the African-American officers (FOIA Exemption b6) in the Police Service.
- e) (FOIA Exemption b6) and him provided security for the Secretary for the Department of Veterans Affairs, (FOIA Exemption b6) stated that (FOIA Exemption b6) wanted to celebrate, they stopped at a restaurant and got a mixed drink (alcoholic beverage) while (FOIA Exemption b6) only had a soda. They were using a Government vehicle at the time and that (FOIA Exemption b6) purchased the mixed drink with a Government credit card.
- f) Officers would work overtime without approval.
- g) (FOIA Exemption b6) has knowledge of unfair hiring practices and the promotions were from (FOIA Exemption b6) squad when he had them.
- h) (FOIA Exemption b6) heard (FOIA Exemption b6) use profanity about (FOIA Exemption b6) by stating "He's burned his fucking bridges, you know, here at the VA."
- i) During a meeting, (FOIA Exemption b6) stated "they don't know what they're fucking talking about" when talking about (FOIA Exemption b6) pp.
- j) (FOIA Exemption b6) stated he has no confidence in any of the four top leaders of the Police Service.
- k) (FOIA Exemption b6) heard from then (FOIA Exemption b6) that (FOIA Exemption b6) had asked him to back date training records. He stated that (FOIA Exemption b6) didn't do it because it would be falsification of records.
- l) (FOIA Exemption b6) stated (FOIA Exemption b6), told (FOIA Exemption b6) that (FOIA Exemption b6) had also been asked to back date evidence.
- m) (FOIA Exemption b6) has seen (FOIA Exemption b6) park their vehicles in patient parking and has seen (FOIA Exemption b6) speeding with his vehicle.

(Exhibit 60, Transcribed Testimony of (FOIA Exemption b6), Page 6, Line 3; Page 9, Line 17-21; Page 10, Line 7-11; Page 11, Line 7-15; Page 11, Line 16-25; Page 13, Line 1; Page 17-20; Page 22, Line 9-25; Page 23, Line 1-15; Page 24-25; Page 25, Line 17-25; Page 37-28; Page 39, Line 8-25; Page 40, Line 1-2 and Line 16-20; Page 41-42; Page 43, Line 10-22; Page 44, Line 6-12; Page 45, Line 15-17)

(14) FACT: (FOIA Exemption b6) was interviewed by the Board testified

- a) Morale in the Police Service is really, really low.
- b) (FOIA Exemption b6) stated he has applied for three (FOIA Exemption b6) and three training (FOIA Exemption b6) and was denied all of them.

- c) [REDACTED] stated all of the promotions seem to come from one shift.
- d) [REDACTED] (FOIA Exemption b6) had missed a deadline for submitting an application and that [REDACTED] (FOIA Exemption b6) accepted it, gave it to HR and they forwarded it though the interview process.

(Exhibit 61, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 12, Line 1; Page 17-18; Page 18-19)

(15) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified

- a) He thinks [REDACTED] (FOIA Exemption b6) seems to be ineffective to be able to manage the affairs of the department because there appears to be infighting between upper level command staff and [REDACTED].
- b) [REDACTED] stated there seems to be undermining as there are instances where the [REDACTED] will state they are going to do something but [REDACTED] (FOIA Exemption b6) will state "We're not going to do that, we're going to do this".
- c) [REDACTED] stated [REDACTED] (FOIA Exemption b6) told him [REDACTED] (FOIA Exemption b6) "Hey, what's black and doesn't work? Coffee". He thought the comment was inappropriate.
- d) [REDACTED] testified about an incident regarding him accidentally leaving his firearm in a van and that [REDACTED] (FOIA Exemption b6) told him "Unfuck yourself".
- e) [REDACTED] (FOIA Exemption b6) told him that [REDACTED] (FOIA Exemption b6) wanted to put him [REDACTED] and [REDACTED] (FOIA Exemption b6) on a PIP. [REDACTED] stated that [REDACTED] (FOIA Exemption b6) stated that he told [REDACTED] (FOIA Exemption b6) how could he put them on a PIP when [REDACTED] (FOIA Exemption b6) hasn't given either of them an evaluation to evaluate their job performance.
- f) [REDACTED] stated that [REDACTED] (FOIA Exemption b6) told him that [REDACTED] (FOIA Exemption b6) stated that they were the problem children.
- g) [REDACTED] stated he was told by [REDACTED] (FOIA Exemption b6) used the word "Nigger".
- h) He testified that he has heard [REDACTED] (FOIA Exemption b6) use profanity in the department. [REDACTED] stated their use of profanity in the department is offensive and intimidating.
- i) Communications within the department are nonexistent.
- j) [REDACTED] testified that it seems that everyone that gets promoted had been on [REDACTED] (FOIA Exemption b6).

- k) He stated that [REDACTED] (FOIA Exemption b6) both park in patient parking that is supposed to be off limit to employees and that he witnessed [REDACTED] (FOIA Exemption b6) speeding on the property.

(Exhibit 62, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 8, Line 11-17; Page 9, Line 4-9; Page 10, Line 9-25 and Page 11, Line 1-18; Page 13, Line 13; Page 19-20; Page 21, Line 23-25 and Page 22, Line 1-10; Page 24-28; Page 29, Line 2-11; Page 33, Line 15-17; Page 36, Line 2-19; Page 39, Line 4-15; page 41, Line 8-25)

(16) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified

- a) Morale in the service was brutally low.
- b) [REDACTED] (FOIA Exemption b6) witnessed [REDACTED] (FOIA Exemption b6) used a racial slur "wagon burner" when talking about a female that he dated that happened to be Indian.
- c) [REDACTED] (FOIA Exemption b6) heard [REDACTED] (FOIA Exemption b6) use the racial slur "Nigger".
- d) [REDACTED] (FOIA Exemption b6) consistently uses profanity within the department.
- e) [REDACTED] (FOIA Exemption b6) gets extremely angry.
- f) [REDACTED] (FOIA Exemption b6) has instructed officers to perform illegal searches of patients and their belongings without reasonable suspicion, probable cause or permission.
- g) He seen [REDACTED] (FOIA Exemption b6) [REDACTED] park in patient parking.
- h) [REDACTED] (FOIA Exemption b6) applied for 15 positions within the Police Service and was never interviewed except for a Sergeant's position, yet he made the certificate for the [REDACTED] (FOIA Exemption b6) [REDACTED] at the Tomah VA in Wisconsin.
- i) He feels that [REDACTED] (FOIA Exemption b6) is influencing Human Resources.
- j) [REDACTED] (FOIA Exemption b6) further testified that about 5 or 6 Military Policemen from his Army Reserve Unit have applied for positions yet none of them qualified for the job. Text

(Exhibit 39, Email -- Temporary duty Between Locations; Exhibit 63, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 9, Line 22-24; Page 13, Line 2-21; Page 14, Line 6-25 and Page 15, Line 1-15; Page 16, Line 8-10; Page 19, Line 1-6; Page 22, Line 8-20; Page 24, Line 12-19; Page 25, Line 13-22; Page 30, Line 1-14; Page 2-20; Page 42, Line 4-24)

(17) FACT: [REDACTED] (FOIA Exemption b6) (Retired) was interviewed by the Board via telephone and testified



- a) During his last four years that he worked for the Police Service the work environment was terrible.
- b) [REDACTED] didn't even want to come to work.
- c) [REDACTED] stated that after he got injured he got treated like they didn't want him there.
- d) [REDACTED] stated that [REDACTED] would come out of his office, would speak to everybody in the office and would walk by [REDACTED] and didn't say a word to [REDACTED] and would walk by [REDACTED] like he was invisible.
- e) [REDACTED] used profanity all the time, would curse at officers in the hallway in front of people and that [REDACTED] called [REDACTED] a "motherfucker" on numerous occasions.
- f) [REDACTED] would make racial slurs by making jokes such as "What's dark and what's blacker than a cup of coffee? A black man."
- g) [REDACTED] told him that [REDACTED] used the word "Nigger" in his presence.
- h) [REDACTED] used profanity on a regular basis and that employees, visitors, Veterans, and even the [REDACTED] heard him.
- i) [REDACTED] encouraged him to apply for a medical disability and when [REDACTED] did, he heard rumors that [REDACTED] was telling people [REDACTED] think they're going to get out of here with a medical retirement. If I have anything to do with it, they're not going to get nothing. They're going to get kicked out of here without anything."
- j) [REDACTED] used profanity in front of bargaining unit officers.
- k) [REDACTED] considered the conduct of [REDACTED] to be offensive, intimidating, hostile, and abusive.
- l) [REDACTED] stated there were always unfair hiring practices within the Police Department involving [REDACTED].
- m) [REDACTED] was able to just come in and work overtime without getting prior approval by management to work overtime.
- n) [REDACTED] had a camera system at his home and was able to watch the police staff perform their duties when [REDACTED] was not there and that he used it to track the officers.
- o) [REDACTED] heard [REDACTED] used profanity.

p) (FOIA Exemption b6) was arrogant and appeared to be angry all the time.

(Exhibit 64, Transcribed Testimony of (FOIA Exemption b6), Page 7, Line 1-18; Page 8, Line 8-24; Page 9, Line 18-21; Page 10, Line 7-12; Page 11, Line 9-25; Page 12, Line 23-25; Page 13, Line 1-10; Page 13, Line 14-25 and Page 14, Line 1-2; Page 14-16; Page 16, Line 5-20; Page 18-19; Page 20, Line 17-25; Page 22, Line 22-25 and Page 23, Line 1-4)

(18) FACT: Between June 5, 2015 and June 11, 2015, the Board called in an attempt to interview (FOIA Exemption b6). Several messages were left on his answering machine; however he did not return our calls.

(19) (FOIA Exemption b6) was interviewed by the Board and testified

- a) (FOIA Exemption b6) heard (FOIA Exemption b6) use profanity but it was when they were in a private setting with the officers joking around.
- b) (FOIA Exemption b6) use profanity both in a private setting and in public when dealing with other officers, and (FOIA Exemption b6)
- c) (FOIA Exemption b6) witnessed (FOIA Exemption b6) use profanity in front of the officers when talking about the PENTAD.
- d) (FOIA Exemption b6) testified that the conduct of (FOIA Exemption b6) actions in the hallway towards an officer was offensive conduct, abusive, and a hostile work environment.
- e) (FOIA Exemption b6) testified how he assisted (FOIA Exemption b6) with the budget for the Police Service, that it was higher than normal and they knew they were going to chop it, but he later found out by (FOIA Exemption b6) that (FOIA Exemption b6) never submitted the budget.
- f) By (FOIA Exemption b6) not submitting the budget was gross mismanagement as the budget was an important issue and that's how you make your department run.
- g) The communications by the (FOIA Exemption b6) and the (FOIA Exemption b6) terrible and that the (FOIA Exemption b6) started having their "domestic violence thing".

(Exhibit 65, Transcribed Testimony of (FOIA Exemption b6), Page 8, Line 15-23; Page 9, Line 20-25 and Page 10, Line 1-23; Page 14, Line 5-21; Page 17, Line 8-24; Page 24-26; Page 27, Line 1-14; Page 32, Line 9-14; Page 33, Line 11-25; Page 34, Line 1-6)

(20) FACT: (FOIA Exemption b6) was interviewed by the Board testified that

- a) (FOIA Exemption b6) use profanity at work.

- b) He testified about an incident involving a firearm where (FOIA Exemption b6) was using profanity towards (FOIA Exemption b6) and got within 3-4 inches from (FOIA Exemption b6) face, which was intimidating, offensive, hostile, and abusive. He stated that (FOIA Exemption b6) and (FOIA Exemption b6) were present when the incident occurred.
- c) (FOIA Exemption b6) him that (FOIA Exemption b6) used the word "Nigger" and that he personally heard (FOIA Exemption b6) call people a "Monkey".
- d) (FOIA Exemption b6) undermines the (FOIA Exemption b6)
- e) (FOIA Exemption b6) once put out at a meeting that they were not going to arrest on state warrants until (FOIA Exemption b6) spoke with the area Inspector, he stated that (FOIA Exemption b6) (FOIA Exemption b6) were talking about warrants and then (FOIA Exemption b6) stated "(FOIA Exemption b6) said to hold off on the state warrants." and that is when (FOIA Exemption b6) said "I don't care what (FOIA Exemption b6) said. (FOIA Exemption b6) doesn't know what the fuck (FOIA Exemption b6) talking about."
- f) (FOIA Exemption b6) testified that during another incident, they were in a meeting talking about body armor and the body armor purchase, the (FOIA Exemption b6) stated that (FOIA Exemption b6) needed to look into this again and walked out of the room and that (FOIA Exemption b6) stated "This guy doesn't know what (FOIA Exemption b6)'s fucking talking about."
- g) (FOIA Exemption b6) would call Office of Security and Law Enforcement (OS&LE) and misrepresents the facts, which he felt was undermining the chief.
- h) He heard that (FOIA Exemption b6) called OS&LE and requested that they come in unannounced to catch the department off guard and that he felt betrayed.
- i) Communication in the Police Service was poor.

(Exhibit 66, Transcribed Testimony of (FOIA Exemption b6), Page 8, Line 12-23; Page 9 – 14; Page 19, Line 19-25; Page 21, Line 20-25 and Page 22, Line 1-7; Page 23, Line 14-19; Page 35, Line 5-25; Page 36-37; Page 37, Line 5-8; Page 39, Line 4-16; Page 40-41; Page 47, Line 22-25 and Page 48, Line 1-3)

(21) FACT: On June 5, 2015 the Board attempted several times to call (FOIA Exemption b6) via telephone to interview (FOIA Exemption b6); however, (FOIA Exemption b6) did not answer (FOIA Exemption b6) telephone.

(22) FACT: On June 5, 2015, (FOIA Exemption b6) was scheduled for an interview with the Board at 3:00 pm; however, (FOIA Exemption b6) did not show.

(23) FACT: On June 8, 2015, (FOIA Exemption b6) was scheduled to be interviewed by the Board at 8:30 am; however, (FOIA Exemption b6) called out and did not show.

(24) FACT: (FOIA Exemption b6) was interviewed by the Board and testified

- a) He heard (FOIA Exemption b6) use profanity.

- b) He heard the Police Service was missing between 375 and 400 police reports and they can't find them.

(Exhibit 67, Transcribed Testimony of [REDACTED], Page 7, Line 11-24; Page 8, Line 4-15; Page 8, Line 16-23; Page 9, Line 2-5)

(25) FACT: [REDACTED] was interviewed by the Board and testified

- a) There have been issues with officers as far as when it comes to promotions, that officer feel like they were passed over because of favoritism by management because they have other officers who are, friends or know the management officers a little bit better.
- b) [REDACTED], who is close to [REDACTED], was once called in to help with overtime coverage but he could not do it because he had to go to [REDACTED] house and feed his dogs while he was on vacation.
- c) [REDACTED] has heard [REDACTED] use profanity in front of bargaining unit employees.
- d) [REDACTED] testified that [REDACTED] has worked 500 hours of overtime this year, staff keep coming and going, that approximately 10 people have left since [REDACTED] took over, morale is low, and that because of the way the department is being run people don't want to come to work.
- e) [REDACTED] stated that [REDACTED] has never put in for a promotion other than [REDACTED] because he had no desire to work with management.
- f) He stated that he was once sent home for 5-weeks by [REDACTED] and that [REDACTED] called him and said "Who told you to sit at home". I told [REDACTED] that the prior [REDACTED] did. [REDACTED] stated that [REDACTED] was under an AIB investigation and sent home on AA (Authorized Absence). [REDACTED] stated that [REDACTED] was brought back and placed on admin duties and that [REDACTED] took over the investigation, gave [REDACTED] a verbal warning and later returned back to full duty. [REDACTED] stated that [REDACTED] was off for eight months, during that time period nobody contacted him or talked to him.

(Exhibit 68, Transcribed Testimony of [REDACTED], Page 6, Line 5-10; Page 7-Line 15-25; Page 8, Line 1-14; Page 12, Line 3-21; Page 17-18; Page 20, Line 15-18; Page 21-28)

(26) FACT: [REDACTED] was interviewed by the Board and testified

- a) That under [REDACTED] the work environment has been very challenging.
- b) The [REDACTED] told [REDACTED] that [REDACTED] doesn't even look at the schedule.

- c) [REDACTED] was scheduled to do GDR training, stated that [REDACTED] was not going to be there and when asked why not he stated "You didn't put it on my calendar so I'm not coming." [REDACTED] stated that [REDACTED] told the [REDACTED] "It's been on the schedule, sir, for two months and [REDACTED] said "I don't look at the schedule."
- d) The [REDACTED] not doing his job. Doesn't review records and doesn't come to training. He stated that he considered this mismanagement.
- e) When the chief comes to American Lake, [REDACTED] never meets with the staff.
- f) [REDACTED] (FOIA Exemption b6) patrol.
- g) When [REDACTED] (FOIA Exemption b6) was an [REDACTED] (FOIA Exemption b6) wanted [REDACTED] to back-date some training records and [REDACTED] told [REDACTED] no, [REDACTED] was not doing it.
- h) [REDACTED] heard [REDACTED] (FOIA Exemption b6) use profanity.
- i) [REDACTED] stated when [REDACTED] was promoted to [REDACTED] (FOIA Exemption b6) he was [REDACTED] (FOIA Exemption b6) then [REDACTED] stepped down to a [REDACTED] however, [REDACTED] is still being paid at the [REDACTED] (FOIA Exemption b6)

(Exhibit 69, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 7, Line 6-25 and Page 8, Line 1-18; Page 10, Line 17-18; Page 11, Line 7-8; Page 12, Line 2-18; Page 21, Line 16-20; Page 22, Line 2-12; Page 23, Line 3-13; Page 24, Line 11-15; Page 29-30)

(27) FACT: [REDACTED] (FOIA Exemption b6) was interviewed via telephone by the Board and testified

- a) That [REDACTED] had been [REDACTED] (FOIA Exemption b6) and that [REDACTED] provided the Assistant Director with the email and the attachment marked as "Exhibit 14". (See Fact 12).
- b) Overtime was basically out of control.
- c) [REDACTED] asked the [REDACTED] (FOIA Exemption b6) who were authorizing overtime and they just stared at [REDACTED] [REDACTED] stated "So let me ask you: You've got a [REDACTED] (FOIA Exemption b6) out there. Is [REDACTED] authorizing [REDACTED] own overtime?" And they said, "Yes." And I said, "And then the [REDACTED] (FOIA Exemption b6) are authorizing their own?" They said, "Yes." And I said, "And you?" "We're doing our own."
- d) [REDACTED] checked on the [REDACTED] (FOIA Exemption b6) and discovered that [REDACTED] had just less than 600 hours of overtime already.
- e) [REDACTED] put out a memo restricting overtime to be limited to on-a-need basis. And as a result of that, any overtime that was not an absolute emergency had to be approved through the [REDACTED] (FOIA Exemption b6) overtime had to be approved at [REDACTED] level.

- f) [FOIA Exemption b6] never set any protocols in place to take care of problems before they arise and that he considered this mismanagement or actually no management.
- g) [FOIA Exemption b6] testified that [FOIA Exemption b6] came by the office one day and [FOIA Exemption b6] told [FOIA Exemption b6] "I have never seen an organization so devoid of leadership and so devoid of anyone taking control. And that [FOIA Exemption b6]"  
[FOIA Exemption b6]  
[FOIA Exemption b6]  
[FOIA Exemption b6]
- h) The evidence documents and what [FOIA Exemption b6] saw there was mismanagement that there is useless evidence from all the way back to 2009 in their evidence room. And [FOIA Exemption b6] was kind of appalled that it took [FOIA Exemption b6] just under seven hours to do an evidence inventory that takes [FOIA Exemption b6] thirty minutes in Portland.
- i) [FOIA Exemption b6] was just allowing people to make his decisions for [FOIA Exemption b6] and that would have been [FOIA Exemption b6]
- j) [FOIA Exemption b6] was setting out programs, policies, and having people make arrests that we have no authority to do.
- k) [FOIA Exemption b6] stated that once [FOIA Exemption b6] got to Seattle he realized that because of the fact there was no management, no one was in control of that Department, that people at times just filled that void.

(Exhibit 14, Email with attachment "Meeting with US Attorney and OIG"); Exhibit 70, Transcribed Testimony of (FOIA b(7)(C)), Page 13, Line 25; Page 13, Line 24-25; Page 14, Line 1-13; Page 14, Line 20-24; Page 16, Line 10-18; Page 17, Line 1-10; Page 19, Line 3-13; Page 21, Line 18-19; Page 21, Line 25 and Page 22, Line 1-2; Page 22, Line 6-11)

- (28) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified
- a) Police Service was very unorganized and is fostering a hostile work environment.
  - b) There is no communication.
- 
- c) [REDACTED] (FOIA Exemption b6) will tell them that if they don't show up for a meeting they were going to pull their credentials.
  - d) [REDACTED] feels that it's a hostile work environment because they do threats by intimidation in order to get people to comply.
  - e) [REDACTED] stated that he was working at American Lake (as a police officer) for nine months before [REDACTED] ever met [REDACTED] (FOIA Exemption b6). [REDACTED] stated that when [REDACTED] did come to American Lake, [REDACTED] come in the back door and leave and sometimes he wouldn't even know [REDACTED]s there.

- f) [REDACTED] stated that for the first six months they didn't even know if they had [REDACTED] or not.
- g) [REDACTED] heard [REDACTED] (FOIA Exemption b6) use profanity in front of bargaining unit employees.
- h) (FOIA Exemption b6) stated that once (FOIA Exemption b6) stated in a meeting, along with (FOIA Exemption b6), that "If you work at American Lake, you're never going to get promoted."
- i) [REDACTED] was aware that the police service was missing somewhere between 375-400 police reports and that it's like that almost every year.
- j) (FOIA Exemption b6) requested that he back-date his performance appraisal because it was four months late and he told him no.
- k) [REDACTED] stated that has not seen (FOIA Exemption b6) for the last two years.
- l) [REDACTED] testified that when someone calls out they would call for the (FOIA Exemption b6) (FOIA Exemption b6) to get approval for overtime but they can't get ahold of anyone so they make the decisions on who's going to cover the shift and that this has happened numerous times.
- m) [REDACTED] testified that one time (FOIA Exemption b6) (who had his credentials pulled) took [REDACTED] credentials because (FOIA Exemption b6) and he told him that "You're going to need to find another job. You're not a police officer no more." And "You'll never work as a police officer again. You need to find a new job because you're done." [REDACTED] stated that (FOIA Exemption b6).
- n) (FOIA Exemption b6) stated that he had an e-mail that he did send to Mr. Wayman Chan for the Board (Exhibit 15).

(Exhibit 15, Email, Subject: (FOIA Exemption b6) Question; Exhibit 71, Transcribed Testimony of (FOIA Exemption b6) Page 6, Line 1-25; Page 7, Line 10-16; Page 8, Line 1-20; Page 10, Line 24-25 and Page 11, Line 1-6; Page 11, Line 10-19; Page 12, Line 16-19; Page 15, Line 13-22; Page 16, Line 5-17; Page 21, Line 9-13; Page 27, Line 8-23; Page 34, Line 15-21; Page 35, Line 6-17; Page 38, Line 5-8)

- (29) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified
- a) There is no cohesiveness, schedule is never right, training is never right; everything seems to be a knee-jerk reaction, no prior planning, and very poor communication.
  - b) [REDACTED] does not hear from the (FOIA Exemption b6)

- c) [REDACTED] testified that they have to have two officers working the shift, if an officer calls out, they would call around for shift coverage. [REDACTED] stated that sometimes instead of the one person showing up they might end up with four people on the shift, the other three officers getting overtime.
- d) [REDACTED] testified her work environment can be intimidating because over the overtones and undertones such as they're going to pull your credentials if you don't show up for training, like Ebola training.
- e) [REDACTED] testified that she had only seen [REDACTED] once in 10-months and that [REDACTED] never calls meetings with the staff while at American Lake.

(Exhibit 72, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 7, Line 11-25; Page 9, Line 22-25 and Page 10, Line 1-8; Page 10, Line 18-25; Page 16, Line 3-1-17)

(30) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified

- a) He heard [REDACTED] (FOIA Exemption b6) use profanity with bargaining unit employees.
- b) [REDACTED] rarely saw [REDACTED] (FOIA Exemption b6) or [REDACTED] (FOIA Exemption b6) in two and half years.
- c) [REDACTED] actually tracked the [REDACTED] down and introduced [REDACTED] (FOIA Exemption b6)
- d) There is awful management of the schedule, that [REDACTED] was shocked when [REDACTED] heard their overtime usage last year and that [REDACTED] considered it Gross mismanagement.
- e) [REDACTED] is aware of the large number of police reports missing and that [REDACTED] is not surprised because it's happened every year since [REDACTED] has been there.
- f) [REDACTED] thinks the number of missing police reports is around 300 containing PII (Patient Information Identifiers) and that he considers this Gross mismanagement and irresponsible.
- g) [REDACTED] is the Primary Evidence Custodian, that [REDACTED] [REDACTED] does not perform his evidence room inspections as required every six months, they [REDACTED] and [REDACTED] (FOIA Exemption b6) and [REDACTED] (FOIA Exemption b6) would never do it and he considered that mismanagement.
- h) [REDACTED] [REDACTED] once hinted to [REDACTED] and [REDACTED] (FOIA Exemption b6) [REDACTED] (FOIA Exemption b6) about back dating the evidence inspection when we were overdue but they wouldn't do it. [REDACTED] stated that [REDACTED] was pretty surprised in a bad way about the integrity of the [REDACTED] hinting around about backdating an inspection.
- i) The [REDACTED] [REDACTED] doesn't know how to communicate with people and that [REDACTED] communications skills are terrible.



(Exhibit 73, Transcribed Testimony of [REDACTED] (FOIA Exemption b6) Page 9, line 10-25; Page 10, Line 4-14; Page 12, Line 1-25; Page 19, Line 18-23; Page 20, Line 1-15; Page 20, Line 21-25; Page 21, Line 1-18; Page 22-28; Page 33, Line 9-17)

(31) FACT: [REDACTED] [REDACTED] was interviewed by the Board and testified

- a) [REDACTED] [REDACTED] [REDACTED] [REDACTED] Police Service since 2001.
- b) [REDACTED] [REDACTED] does not run the Police Service very well and that [REDACTED] thinks [REDACTED] does not know exactly what he is doing.
- c) [REDACTED] [REDACTED] visits American Lake about six times a year, [REDACTED] [REDACTED] [REDACTED] almost daily which [REDACTED] believes is to keep a distance between [REDACTED] and [REDACTED] [REDACTED] (FOIA Exemption b6) rarely visit.
- d) [REDACTED] heard [REDACTED] (FOIA Exemption b6) [REDACTED] use profanity with staff are present.
- e) Overtime usage in the department was tremendous.
- f) Currently there are 467 police reports missing and that she does not know why they are missing. [REDACTED] testified that these Investigative Reports would be disturbance calls, traffic accidents, contain statements that people have written, cases that would go to court, and contain People's personal information such as their name, date of birth, social security numbers, addresses, and phone numbers. [REDACTED] testified that having the police reports missing was Gross mismanagement.
- g) The Board then questioned [REDACTED] (FOIA Exemption b6) about the meeting on September 4th, 2014 where her, [REDACTED] (FOIA Exemption b6) [REDACTED] were present. [REDACTED] stated that [REDACTED] did not recall anyone talking negatively about [REDACTED] [REDACTED]. The Board then produced Exhibits 18, Exhibit 19, and Exhibit 20. The Board reminded [REDACTED] (FOIA Exemption b6) understand not being truthful with this Board can result in disciplinary matters.
- h) [REDACTED] (FOIA Exemption b6) would rarely communicate with her about the 467 missing police reports.
- i) Under [REDACTED] (FOIA Exemption b6) they had over a thousand time and attendance exceptions, yet as the time keeper she never reached out to him to get them under control.
- j) [REDACTED] stated [REDACTED] did have timekeeper training.
- k) [REDACTED] testified that while [REDACTED] works directly for [REDACTED] (FOIA Exemption b6), the [REDACTED] (FOIA Exemption b6) does her performance appraisal and [REDACTED] does not recall what rating [REDACTED] got last.

- l) [REDACTED] stated that [REDACTED] would send out emails to the O [REDACTED] (FOIA Exemption b6) [REDACTED] about the missing police reports and [REDACTED] would get no responses back and it was very poor communications by police top management.
- m) [REDACTED] testified that five or six competency folders were also missing from the files. [REDACTED] was then shown Exhibits 22-23, (Inspection Reports) and when asked why the Police Service did so poorly, she stated because (FOIA Exemption b6) was not doing [REDACTED] job.
- n) (FOIA Exemption b6) was then questioned by the Board about the meeting she attended with [REDACTED] (FOIA Exemption b6) [REDACTED] and others where it was reported that the three of them (including [REDACTED] made derogatory comments about (FOIA Exemption b6) [REDACTED] admitted that [REDACTED] was loyal to [REDACTED] (FOIA Exemption b6) [REDACTED] and that in multiple conversations [REDACTED] said that (FOIA Exemption b6) doesn't know what [REDACTED] is doing.
- o) The interaction between him [REDACTED] (FOIA Exemption b6) [REDACTED] has torn the department apart.
- p) The Board reminded [REDACTED] that we needed the truth and [REDACTED] stated "Sorry". [REDACTED] admitted that [REDACTED] was protective of [REDACTED] (FOIA Exemption b6) [REDACTED]
- q) When asked if the (FOIA Exemption b6) has come in after (FOIA Exemption b6) has said to do something and said, "Forget what (FOIA Exemption b6) said and do it this way"? [REDACTED] stated it sounds like something [REDACTED] would say or has said.
- r) When asked if (FOIA Exemption b6) ever come in and said, "Forget what (FOIA Exemption b6) just said and do it this way", [REDACTED] stated "Yes. All three of -- I mean, all three or four, I've heard similar things." [REDACTED] testified that when (FOIA Exemption b6) states "Don't do what (FOIA Exemption b6) says" and for calling in OS&LE to catch the Police Service off guard was undermining.

(Exhibit 16, Email, Subject: Update on IR's that have not been received by Admin; Exhibit 17, Email, Subject: Missing UOR's and Citations Updated for May 2015; Exhibit 18, Report of Contact/Employee – [REDACTED] (FOIA Exemption b6) [REDACTED]; Exhibit 19, Report of Contact/Employee – [REDACTED] (FOIA Exemption b6) [REDACTED]; Exhibit 20, Report of Contact – [REDACTED] (FOIA Exemption b6) [REDACTED]; Exhibit 21, Fact Finding Inquiry; Exhibit 22, Inspection of Police Service, VA Puget Sound, Seattle, WA; Exhibit 23, Inspection of Police Service, VA Puget Sound Health Care System (HCS), Seattle, Washington (WA); Exhibit 74, Transcribed Testimony of (FOIA Exemption b6) [REDACTED], Page 6, Line 11-22; Page 7, Line 8-13; Page 8-9; Page 9-11; Page 15, Line 16-22; Page 17, Line 1-24; Page 18, Line 1-7; Page 19, Line 1-11; Page 20, Line 8-23; Page 22, Line 4-25; Page 25, Line 4-20; Page 2-17; Page 27, Line 11-12; Page 30, Line 5-14; Page 33-34; Page 34, Line 5-8; Page 34, Line 22-25 and Page 35, Line 1-4; Page 38, Line 3-12; Page 41, Line 5-20; Page 42, Line 1-8; Page 42, Line 17-20; Page 48, Line 11-25; Page 49, Line 1-11; Page 49, Line 19-25; Page 50, Line 3-13; Page 52, Line 6-12; Page 53, Line 1-18)

(32) FACT: The Board received a copy of Memorandum regarding the Inspection of Police Service, dated August 25, 2014, which concluded that the Police Service was being operated in a marginally satisfactory manner.

(Exhibit 24, Memorandum, Inspection of Police Service)

(33) FACT: Acting [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified

- a) That Seattle and American Lake VA Police Service was probably the most mismanaged Police Service [REDACTED] has seen.
- b) There was a theme that [REDACTED] (FOIA Exemption b6) were constantly at each other's throats, and that really the day-to-day operations of management of the Police Service was left to both [REDACTED] (FOIA Exemption b6).
- c) Police Service was spending about \$13,000 per pay period on overtime.
- d) They wanted to "bulk up their day shift because the [REDACTED] (FOIA Exemption b6) nor the [REDACTED] didn't respond to calls so it was left up to the officers. So what they did is they bulked up the midweek with their schedules. So what they do is they had -- everybody would be off either Friday/Saturday, or Sunday/Monday. And that way, all the officers are working Monday through Friday essentially. And then all they had to do was thrown together all these overtime shifts on the weekends." [REDACTED] stated it was a misuse of personnel.
- e) [REDACTED] was aware of a large number of police reports that were missing and that [REDACTED] believed a large bulk of them were on [REDACTED] (FOIA Exemption b6) desk, approximately 150 of them.
- f) [REDACTED] (FOIA Exemption b6) discussed an email (Exhibit 25) with an attachment, (Exhibit 26) titled "State of Police Service". He stated that "Failure by Police Senior Leadership to ensure that training request needs for FY16 was entered in Acadis." There was a big push by the LETC to get our needs in for FY16. [REDACTED] was given numerous directions to get those accomplished. [REDACTED] delegated that down to [REDACTED] (FOIA Exemption b6). But nobody followed up to make sure it was done."
- g) [REDACTED] testified that "[REDACTED] (FOIA Exemption b6) had a Hula doll on his desk". And [REDACTED] would talk about openly, "Make the Hula dance." So anytime they made an arrest, the officer would come in and bounce the Hula doll. And the little Hula doll would bounce back and forth, and that was considered making her dance, based off of arrests."
- h) [REDACTED] spoke about the Lead Police Officer position description for Seattle stating their jurisdiction is Portland, Oregon because they didn't amend the change:
- i) [REDACTED] (FOIA Exemption b6) testified that he knew about the Seattle Police Service having a common practice of letting five people off on annual leave, which caused them to go into an overtime situation because now they've got to get somebody to come in to work the shift. The stated the practice was stopped by [REDACTED] (FOIA Exemption b6). [REDACTED] stated that was total mismanagement.

j) [REDACTED] was aware that [REDACTED] (FOIA Exemption b6) was allowed to go on telework for 90-days and that it was inappropriate because of not being able to perform their law enforcement duties. [REDACTED] agreed that by [REDACTED] (FOIA Exemption b6) being allowed by [REDACTED] to be on telework when he was the COR for the Valet Parking contract, which he was not able to perform those oversight duties of the contract, was 100% mismanagement.

k) [REDACTED] met with Joe Beedle (Chief of Fiscal) that a full request for the Police budget was not submitted. [REDACTED] (FOIA Exemption b6) stated "There is no excuse for the Service not to have an appropriate budget submitted addressing the needs of the Agency."

(Exhibit 25, E-mail, State of Police Service; Exhibit 26, Document, State of Police Service; Exhibit 75, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 6, Line 13-22; Page 7, Line 17-22; Page 11, Line 9-12; Page 11, Line 19-24; Page 12, Line 1-12; Page 15, Line 23-24; Page 26, Line 14-19; Page 34, Line 16-21; Page 35, Line 9-24; Page 40-41; Page 42, Line 12-22; Page 43, Line 4-13; Page 47, Line 3-5)

(34) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified

a) There is a lack of communication.

b) [REDACTED] has been at American Lake [REDACTED] (FOIA Exemption b6) and that he seen [REDACTED] (FOIA Exemption b6) only about six times.

c) [REDACTED] stated [REDACTED] introduced [REDACTED] to [REDACTED] four times.

d) [REDACTED] heard [REDACTED] (FOIA Exemption b6) use profanity in front of bargaining unit employees. [REDACTED] stated that [REDACTED] found that conduct to be unprofessional.

e) [REDACTED] feels his work environment is intimidating because the top four managers seem to have animosity towards the officers in American Lake because they can't physically take anyone to jail.

f) [REDACTED] testified since they don't have a holding cell, [REDACTED] (FOIA Exemption b6) stated that if you need to arrest anyone, leave them in the car with the cage in it, which they do with the AC running.

g) [REDACTED] has not received a performance evaluation for 2015 thus far.

h) [REDACTED] testified that management does a poor job with the duty scheduling and that people are getting burnt out working overtime.

i) The last four or five promotions were all filled by officers from [REDACTED]

[REDACTED]

- j) [REDACTED] testified that losing 467 police reports and reports not being reviewed from anywhere from 10-20 days was mismanagement.

(Exhibit 76, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 6, Line 13-16; Page 8, Line 2-17; Page 10, Line 11-22; Page 11, Line 3-8; Page 11, Line 14-17; Page 16-18; Page 20, line 15-16; Page 24, Line 2-15; Page 10-12)

(35) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified

- a) [REDACTED] heard [REDACTED] (FOIA Exemption b6) use profanity.
- b) [REDACTED] (FOIA Exemption b6) used profanity towards [REDACTED] [REDACTED] stated that [REDACTED] has heard [REDACTED] (FOIA Exemption b6) use profanity.
- c) The four top police management provides no leadership to American Lake.
- d) [REDACTED] considers [REDACTED] (FOIA Exemption b6) to be a weak leader and has the nickname of "Ghost" because nobody gets to see [REDACTED]
- e) [REDACTED] even called one of the officers by the wrong name.
- f) Because the [REDACTED] (FOIA Exemption b6) aren't communicating and working together it is causing morale issues and unnecessary overtime.
- g) Management is always threatening to pull their credentials, which means they can't work as an officer, which to [REDACTED] is intimidating and hostile.

(Exhibit 77, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 9, Line 7-15, Page 9, Line 16-25; Page 10, Line 1-13; Page 12, Line 8-1-16; Page 26, Line 12-17; Page 26, Line 18-24; Page 27, Line 1-3; Page 30, Line 16-24; Page 32-33)

(36) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified

- a) [REDACTED] thinks [REDACTED] (FOIA Exemption b6) inability to lead or want to be in a leadership position is the reason why we have the problems that we have. It's because he's letting people like [REDACTED] (FOIA Exemption b6) do what they want.
- b) [REDACTED] stated that he has heard [REDACTED] (FOIA Exemption b6) use foul language during shift briefings with bargaining unit employees.

(Exhibit 78, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 7, Line 15-21; Page 9, Line 1-16)

(37) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified

- a) The work environment in the police department was very stressful and that [REDACTED] doesn't enjoy his job.
- b) He testified "Since [REDACTED] (FOIA Exemption b6) has taken over [REDACTED] hasn't done anything".

- c) [REDACTED] heard [REDACTED] (FOIA Exemption b6) use profanity in the department. [REDACTED] stated that their language was offensive conduct, and could be intimidating.
- d) What was creating their overtime was shortage of manpower and [REDACTED] stubbornness to try to mitigate the overtime. [REDACTED] stated [REDACTED] (FOIA Exemption b6) changed our schedule to where everybody would have either Thursday or Friday -- Friday or Saturday or Sunday or Monday off during the week. The overtime started to increase especially on the weekends, because there was nobody to cover the weekends. He stated that officers volunteer to work during the week. To change their days off so that it can accommodate the schedule and eliminate the overtime but [REDACTED] (FOIA Exemption b6) would not. [REDACTED] stated that [REDACTED] brought this to [REDACTED] attention but [REDACTED] didn't say anything and left it to the [REDACTED] [REDACTED] testified that the duty schedule was creating unnecessary overtime, [REDACTED] [REDACTED] would not act on it, and he would call that Gross mismanagement.
- e) [REDACTED] witnessed [REDACTED] (FOIA Exemption b6) undermine [REDACTED] [REDACTED] [REDACTED] stated that because [REDACTED] [REDACTED] and [REDACTED] (FOIA Exemption b6) were "bickering like school children"; both [REDACTED] [REDACTED] took advantage of it by playing them against each other.
- f) The [REDACTED] (FOIA Exemption b6) were undermining [REDACTED] (FOIA Exemption b6).
- g) [REDACTED] (FOIA Exemption b6) specifically told [REDACTED] that [REDACTED] was going to take the [REDACTED] [REDACTED]
- h) [REDACTED] (FOIA Exemption b6) bullies people in the Police Service, [REDACTED] intimidates them, created a hostile work environment, and that [REDACTED] conduct was abusive.
- i) [REDACTED] (FOIA Exemption b6) would also bully officers, and that [REDACTED] called [REDACTED] (FOIA Exemption b6) and [REDACTED] (FOIA Exemption b6) a "piece of shit".
- j) [REDACTED] testified that [REDACTED] has been on interview panels and has never seen a certificate with [REDACTED] (FOIA Exemption b6) name on it. [REDACTED] stated that he thinks there's retaliation on that portion.
- k) There has been favoritism and preselection. He stated that [REDACTED] (FOIA Exemption b6) stated that [REDACTED] (FOIA Exemption b6) is going to be the next lieutenant.

(Exhibit 27, June Duty Schedule; Exhibit 79, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 6, Line 9-18; Page 8, Line 2-12; Page 10, Line 12-22; Page 11, Line 7-16; Page 11, Line 17-25 and Page 12, Line 1-2; Page 12, Line 3-10; Page 13-13; Page 19, Line 7-17; Page 20, Line 1-6; Page 22-24; Page 27, Line 12-21; Page 28, Line 5-25; Page 29, Line 1-10; Page 32, Line 6-21; Page 33, Line 9-25; Page 37; Page 38, Line 17-19; Page 46, Line 9-18; Page 47, Line 10-22.)

(38) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified

- a) [REDACTED] had been promoted [REDACTED] (FOIA Exemption b6), and because of [REDACTED] (FOIA Exemption b6); however, when introduced as the new [REDACTED] (FOIA Exemption b6), [REDACTED] stated that [REDACTED] (FOIA Exemption b6) [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]
- b) [REDACTED] (FOIA Exemption b6) failed to show up for his interview and they tried to get [REDACTED] rescheduled. [REDACTED] (FOIA Exemption b6) said "No, [REDACTED] had a scheduled interview, he missed it, and [REDACTED] out of contention".
- c) [REDACTED] testified that the only reason [REDACTED] (FOIA Exemption b6) was because [REDACTED] (FOIA Exemption b6) had argued with [REDACTED] [REDACTED] that he did not want [REDACTED] as his peer. [REDACTED] stated that [REDACTED] went back [REDACTED] (FOIA Exemption b6) because the stress got to [REDACTED] and it was a constant fight. [REDACTED] stated that [REDACTED] (FOIA Exemption b6) kept trying to force [REDACTED] way on training and when they would put out the training plan, [REDACTED] (FOIA Exemption b6) would fight against it.
- d) [REDACTED] (FOIA Exemption b6) back dated training records because of an impending inspection.
- e) [REDACTED] heard [REDACTED] (FOIA Exemption b6) use profanity in front of bargaining unit employees.
- f) [REDACTED] (FOIA Exemption b6) would walk into a room, intercede in a conversation and start yelling at them.
- g) [REDACTED] testified that during shift briefings, [REDACTED] (FOIA Exemption b6) would tell the officers to make my hula girl dance. And the hula girl was this little bobbly girl on his desk that only danced if you booked somebody into jail. That he encouraged officers to make arrests of both employees and Veterans. And then once they made an arrest, they would come in and tap the hula girl which causes it to bob up and down like a game. [REDACTED] stated that by making arrests, it would create overtime because they would have to call someone in to help with the transport because the [REDACTED] (FOIA Exemption b6) didn't count themselves as minimum staffing.
- h) Their ability to maintain a fluid progression of paperwork through the chain of command and into the RCS file has been terrible. [REDACTED] considers the loss of 467 police reports to be gross mismanagement by police top management.

i) [REDACTED] testified that when HR submitted the Certs for the Patrol Captain Position to [REDACTED] (FOIA Exemption b6) was the only applicant found qualified and the only one on the merit promotion list. [REDACTED] stated [REDACTED] (FOIA Exemption b6) came in and told them during a shift brief that since there was only one candidate on the merit promotion list that they were going to reopen the position nationwide. [REDACTED] said that [REDACTED] didn't want to give the impression of impropriety and that person was preselected, so [REDACTED] wanted to have at least three people to select from. [REDACTED] stated that after this happened, [REDACTED] let slip at some point within the next day that [REDACTED] (FOIA Exemption b6) had taken [REDACTED] (FOIA Exemption b6) application to HR to have it reevaluated under VRA, and it was denied from what I understand. And then they petitioned to have it evaluated again by the HR Chief. [REDACTED] didn't know what happened after that. [REDACTED] stated that he did know that [REDACTED] (FOIA Exemption b6) said that [REDACTED] filed a congressional complaint about his VRA application not being approved by HR. So three days after [REDACTED] was told we were going to reopen the position nationwide, a second candidate had been approved by HR, [REDACTED] (FOIA Exemption b6). [REDACTED] stated that the interviews came down to [REDACTED] (FOIA Exemption b6). [REDACTED] got the job. [REDACTED] stated that he felt like preselection.

j) [REDACTED] testified that neither [REDACTED] (FOIA Exemption b6) have been issued a performance appraisal for FY 2015 and it was already June 2015.

k) [REDACTED] provided the Board with Exhibits 28, 29, 30 and 31.

(Exhibit 28, Email – Intent to self-demote; Exhibit 29, Report of Contact/Employee – [REDACTED] (FOIA Exemption b6); Exhibit 30, Email – Congratulations; Exhibit 31, Document – [REDACTED] (FOIA Exemption b6); Exhibit 33, Email – 902 completion; Exhibit 34, Letter – [REDACTED] (FOIA Exemption b6), Assistant U.S. Attorney; Exhibit 35, Email – Complaint AUSA; Exhibit 80, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 8, Line 9-20; Page 9, Line 1-23; Page 10-8; Page 10, Line 1-22; Page 11, Line 18-22; Page 12, line 4-11; Page 13, Line 8-20; Page 14, Line 5-25; Page 15, Line 20-22; Page 17, Line 2-11, Line 16-25; Page 18, Line 1-16; Page 21, Line 6-13; Page 26, Line 2-23; Page 28, Line 16-24; Page 32, Line 12-25 and Page 33, Line 1; Page 34, Line 1-25; Page 35, Line 1-13; Page 38, Line 17-23; Page 39, Line 20-25; Page 40, Line 1-21; Page 43, Line 1-2; Page 44, Line 9-15)

(39) FACT: On June 10, 2015, the Board was provided an email from [REDACTED] (FOIA Exemption b6). The email entry at 3:14 pm, June 9, 2015 from [REDACTED] (FOIA Exemption b6) stated "If you could, please pass on to the board that after further consideration, I can be available if additional testimony from me is needed, I will answer and/or clarify any questions they may have on my earlier testimony at their convenience, admittedly I was attempting to not answer questions as directly as I should have, if further testimony is not wanted by the board, I will attempt to add to my transcript when it is sent for verification".

(Exhibit 32, Email – Police AIB Interview – [REDACTED] (FOIA Exemption b6))



- (40) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified
- a) The working relationship between the [REDACTED] (FOIA Exemption b6) seemed to be more of a hostile working relationship between the two, that they really never seemed to get along, and if the chief put something out, the [REDACTED] (FOIA Exemption b6) would counter it.
  - b) [REDACTED] (FOIA Exemption b6) told a joke to bargaining unit employees, "What's black and doesn't work.....and he stated "Yeah, you guys are racial because you were thinking this when I'm just thinking about decaf coffee." [REDACTED] stated that [REDACTED] (FOIA Exemption b6) were in the room.
  - c) [REDACTED] heard [REDACTED] (FOIA Exemption b6) use profanity in front of bargaining unit employees. [REDACTED] considered their use of profanity to be offensive conduct, intimidating, and creating a hostile work environment.
  - d) There were a lot of disagreements a lot of times between [REDACTED] (FOIA Exemption b6) on exactly what can and cannot be done from a law enforcement with respect of under our authority and other applicable regulations. And a lot times that's where a lot of the complaints would come from. [REDACTED] (FOIA Exemption b6) would share that openly with the bargaining unit employees, and [REDACTED] considered that undermining the [REDACTED] (FOIA Exemption b6).
  - e) [REDACTED] witnessed [REDACTED] (FOIA Exemption b6) arguing with a Veteran who was wearing [REDACTED] Marine dress blues in the hospital in a hallway, telling him it was inappropriate for him to be wearing the dress blues, and as [REDACTED] (FOIA Exemption b6) was walking away from the Veteran [REDACTED] was still yelling stuff at the Veteran. [REDACTED] thought this was unprofessional.
  - f) The reason why the Police Service was missing 467 police reports was inattentiveness by supervisors and management and he would call that gross mismanagement, because the police reports contain PII information, Social Security Numbers, date of births, statements that would be attached to the cases, both employee patient information, as far as address and telephone numbers, statements that they've done, photographs of crime scenes and accident scenes.
  - g) [REDACTED] testified [REDACTED] (FOIA Exemption b6) were doing interview, [REDACTED] (FOIA Exemption b6), who was the selecting official, entered the room, and [REDACTED] put the phone on mute and started picking apart the person's resume. [REDACTED] stated that after [REDACTED] gave the paperwork to [REDACTED] (FOIA Exemption b6) made the comment that certain people were not going to be selected for the job because they knew of past performances of them from other places. [REDACTED] stated that PBI panel would turn in the paperwork but they would not always

know who the top applicant was for the position. He stated that he considered this an abuse of authority and unfair hiring practice.

- h) Their overtime was "outrageous" because neither the [FOIA Exemption (b)(6)] nor [FOIA Exemption (b)(6)] assist with shift coverage, and because everyone had Friday, Saturday or Sunday, Monday off. He stated that he and Lieutenant Cox back in September proposed sending people to go to different days off in the middle of the week but they got resistance. He stated that as far as he was aware, it was [FOIA Exemption (b)(6)] that put almost the entire department off on Saturdays and Sundays and that by doing that, it created a lot of overtime because you have to maintain appropriate coverage for the weekends. This was mismanagement of the duty schedule, mismanagement of the budget, and mismanagement of the overtime.
- i) [FOIA Exemption (b)(6)] encouraged officers to make his hula girl bobbing doll dance, which was an encourage or emphasis on arrest versus using situational law enforcement.
- j) [FOIA Exemption (b)(6)] parks [FOIA Exemption (b)(6)] vehicle in patient parking. [FOIA Exemption (b)(6)] stated that when he brought it to his attention, [FOIA Exemption (b)(6)] just blew it off. [FOIA Exemption (b)(6)] stated that [FOIA Exemption (b)(6)] tells them to get out there and enforce patient parking. [FOIA Exemption (b)(6)] stated by [FOIA Exemption (b)(6)] parking in patient parking, he does consider it abuse of his authority.
- k) [FOIA Exemption (b)(6)] saw [FOIA Exemption (b)(6)] also speed on the property. [FOIA Exemption (b)(6)] stated that the speed limit is 10-miles per hour and that [FOIA Exemption (b)(6)] estimates that [FOIA Exemption (b)(6)] drives 30, 35 miles per hour. [FOIA Exemption (b)(6)] stated that [FOIA Exemption (b)(6)] addressed the speeding with [FOIA Exemption (b)(6)] and [FOIA Exemption (b)(6)] blew it off. [FOIA Exemption (b)(6)] also considered this abuse of authority.

(Exhibit 81, Transcribed Testimony of [FOIA Exemption (b)(6)], Page 7, Line 19-25; Page 8, Line 1-14; Page 10, Line 3-15 and Line 24-25; Page 1-14; Page 11, Line 16-24; Page 12, Line 21-25; Page 13, Line 1-9; Page 14, Line 11-22; Page 15, Line 1-21; Page 16, Line 9-25; Page 17, Line 1-23; Page 19, Line 14-18; page 21, Line 2-15; Page 21-25; Page 34-36; Page 39, Line 20-25 and Page 40, Line 1-6; Page 44, Line 5-18; Page 47, Line 2-25 and Line 48, Line 1-7; Page 49, Line 3-21; page 50, Line 5-17; Page 51, Line 2-8)

(41) FACT: [FOIA Exemption (b)(6)] was interviewed by the Board and testified

- a) He heard [FOIA Exemption (b)(6)] use profanity in front of a bargaining unit employee.
- b) The morale went downhill ever since the captains were assigned.
- c) Hiring practices within the department are unfair. [FOIA Exemption (b)(6)] stated that it was obvious that you know somebody's qualified but they choose who they want, favoritism. [FOIA Exemption (b)(6)] stated that everybody was promoted from one squad. [FOIA Exemption (b)(6)] stated that because of these practices people don't stay around so they transfer.

(Exhibit 82, Transcribed Testimony of Myrel Timothy, Page 9, Line 19-25 and Page 10, Line 1-15; Page 13, Line 6-14; Page 13, Line 15-25; Page 14, Line 21-25 and Page 15, Line 1-3)

(42) FACT: On June 10, 2015, (FOIA Exemption b6) provided the Board with copies of the All Employee Survey reports for 2013 (Exhibit 36) and 2014 (Exhibit 37).

(Exhibit 36, 2013 All Employee Survey Results; Exhibit 37, 2014 All Employee Survey Results)

(43) FACT: Detective Ulysses Rambayon was interviewed by the Board testified

- a) (FOIA Exemption b6) heard (FOIA Exemption b6) use profanity in front of bargaining unit employees. (FOIA Exemption b6) considers their use of foul language to be offensive, creates a work environment that is intimidating, hostile and abusive.
- b) (FOIA Exemption b6) has used profanity with customers present in a hallway.
- c) (FOIA Exemption b6) appears to bully people.
- d) (FOIA Exemption b6) witnessed (FOIA Exemption b6) yell and scream at a staff member in a hallway, that (FOIA Exemption b6) went to (FOIA Exemption b6) and told (FOIA Exemption b6) that it was not the proper place for this now and (FOIA Exemption b6) told him "I'm the (FOIA Exemption b6). I can do whatever I want". (FOIA Exemption b6) stated that (FOIA Exemption b6) would call that abuse of authority.
- e) (FOIA Exemption b6) testified about everyone has the same days off and because of this you have overtime over and over. (FOIA Exemption b6) calls this mismanagement of overtime and the budget.
- f) (FOIA Exemption b6) told him that if (FOIA Exemption b6) goes back on dayshift, then (FOIA Exemption b6) have to deal with (FOIA Exemption b6), and (FOIA Exemption b6) has to take high blood pressure pills.
- g) (FOIA Exemption b6) testified that losing almost 500 police reports (actual number was 467) is gross mismanagement.
- h) (FOIA Exemption b6) testified that sometimes the U.S. Attorney would call for a copy of a report. Without the report they can't do their case. (FOIA Exemption b6) acknowledged individuals who should actually be charged for crimes, that are now going to be off, are going to be let go because the police service failed to do their job. (FOIA Exemption b6) acknowledged that police reports need to be forwarded for appropriate action, investigation by him, to the U. S. Attorney's office, Service Chief, Labor Relations for administrative actions, but because the reports are lost they can't do anything.
- i) (FOIA Exemption b6) asked to meet with (FOIA Exemption b6) three or four times and (FOIA Exemption b6) never meets with (FOIA Exemption b6). (FOIA Exemption b6) stated (FOIA Exemption b6) told him to make an appointment and that this has been going on for over 10-months. (FOIA Exemption b6) stated that he did make an appointment to meet (FOIA Exemption b6) but he called out sick. (FOIA Exemption b6) calls that poor leadership.
- j) (FOIA Exemption b6) testified about an unfair hiring practice regarding (FOIA Exemption b6). He stated that (FOIA Exemption b6) and a social worker (FOIA Exemption b6) were on the PBI panel, they evaluated the applications/resumes, interviewed the people, and then

scored them; but they didn't get to combine their scores or do a memo to say who the PBI panel recommended because [REDACTED] took all their scores and said [REDACTED] was going to score them. [REDACTED] said that [REDACTED] was in the room when they were doing this and [REDACTED] wasn't part of the board. [REDACTED] testified that [REDACTED] asked for the scores from [REDACTED] but never got them. [REDACTED] stated that [REDACTED] asked [REDACTED] for the scores and [REDACTED] said [REDACTED] doesn't have it. [REDACTED] stated that [REDACTED] (FOIA Exemption b6) announced that [REDACTED] (FOIA Exemption b6) had the highest score. When asked "You're saying you did not think that [REDACTED] (FOIA Exemption b6) would have been the highest person based on your scores?" [REDACTED] (FOIA Exemption b6) stated "Not by a far cry. I don't think that [REDACTED] even came close." [REDACTED] stated that [REDACTED] (FOIA Exemption b6) came from same squad that [REDACTED] (FOIA Exemption b6) use to supervise.

(Exhibit 83, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 8, Line 7-19; Page 9, line 2-20; Page 17, Line 2-7; Page 10, Line 3-17; Page 21, Line 1-25; Page 22, Line 7-15; Page 23, Line 6-25; Page 24, Line 1-3; page 24, Line 21-24; Page 26, Line 1-18; Page 28, Line 1-25; Page 31, Line 1-20; Page 36, Line 3-25; Page 37, Line 6-12; Page 38-44)

(44) FACT: [REDACTED] (FOIA Exemption b6) was interviewed by the Board and testified

- a) His working relationship with [REDACTED] (FOIA Exemption b6) has been troubled and that [REDACTED] created a very difficult work environment for [REDACTED] and the entire department).
- b) [REDACTED] (FOIA Exemption b6) displays a lot of anger to include yelling at staff, in an open hallway in front of other individuals, such as patients and employees. [REDACTED] stated that [REDACTED] (FOIA Exemption b6) addressed that complaint with [REDACTED] and that [REDACTED] took it to [REDACTED] (FOIA Exemption b6). [REDACTED] stated that when the incident was described to [REDACTED] that what came to [REDACTED] mind was disorderly conduct and not to mention the fact that it also falls within the station - Workplace Violence Prevention Policy, which is C53. When asked "So if you have a person, even though he's the [REDACTED] (FOIA Exemption b6), and [REDACTED] out in the hallway and [REDACTED] being loud, boisterous, using profanity, [REDACTED] basically -would you say it was intimidating to the officer by coming within three to four inches of his face, yelling at him in open public in front of patients and employees? Would that not be considered as" and he responded "I would take that as intimidation". [REDACTED] stated that he would take that as very threatening, would consider that type of conduct to be offensive, abusive, creating a work environment that is intimidating and hostile.
- c) [REDACTED] (FOIA Exemption b6) admitted that [REDACTED] used profanity and that he has [REDACTED] (FOIA Exemption b6) use profanity with bargaining unit employees.
- d) [REDACTED] testified that [REDACTED] could see that using profanity during meetings with bargaining unit employees would be considered offensive conduct.
- e) [REDACTED] testified that [REDACTED] considered the [REDACTED] (FOIA Exemption b6) to be a tyrant.

- f) [REDACTED] testified that the problem with the overtime was due to staffing and being over committed.
- g) [REDACTED] testified that [REDACTED] is ultimately responsible for the budget in the Police Service. When asked "And if you've got overtime going from \$127,000 all the way up to \$400 -- almost a half a million dollars, would you not call that gross mismanagement of the budget?" [REDACTED] (FOIA Exemption b6) "I believe I would".
- h) [REDACTED] was then questioned about a Lead Police Officer position description (Exhibit 40) for Seattle dated 10/23/2013 that reflects that the Lead Police Officer's jurisdiction was not in Seattle but in Portland, Oregon and not corrected since that date.
- i) [REDACTED] (FOIA Exemption b6) was asked if [REDACTED] does a review of performance appraisals and [REDACTED] stated that [REDACTED] does. [REDACTED] was shown (Exhibits 41 -- 44) that should not have been in several officers' folders. He was shown a police officer position description that was in the officer's performance appraisal folders that has not been updated since November 16, 1999 (Exhibit 45). He was asked "part of [REDACTED] (FOIA Exemption b6) job is to review position descriptions, to make sure that [REDACTED] staff is doing those jobs and assignments that are in accordance with policy and procedure; correct? He responded "Correct". [REDACTED] was asked "So would you call this mismanagement?" [REDACTED] stated "I would say that is mismanagement."
- j) [REDACTED] (FOIA Exemption b6) was then questioned about the 467 Investigative Reports, which contain names, date of birth, Social Security numbers, addresses, phone numbers, that contain photographs, Voluntary Statements, Rights Advisement, Union Weingarten, etc., that are missing. [REDACTED] was asked "Would you say if the [REDACTED] (FOIA Exemption b6) is ultimately responsible for Police reports, that missing 467 Investigative Reports that includes patient information, PII, stuff that needs to be processed through the Assistant U.S. Attorney's Office, through Labor Relations, to various Service Chiefs for actions is gross mismanagement?" [REDACTED] stated "I would say its mismanagement, yes, it is." [REDACTED] was asked "Would you call it gross? We're talking almost 500 Police Reports." [REDACTED] (FOIA Exemption b6) stated "I would say, yeah, that is gross. It's a very large number."
- k) [REDACTED] was then asked if they had some difficulty with the U.S. Attorney's Office, which he stated "Absolutely". [REDACTED] was asked "And is that because there are times where cases are being forwarded to the Assistant U.S. Attorneys? Like if an officer goes out and makes an arrest or writes a ticket that needs to go to court, that you can't find the Police report to provide it to the Assistant U.S. Attorney's Office", and he responded "That has been a challenge, yes, sir." The Board asked "how would the Puget Sound Veterans Affairs Police be able to function performing a law enforcement duty if they cannot even find the Police reports to have forwarded for actions? And [REDACTED] (FOIA Exemption b6) stated "By the seat of our pants, sir." [REDACTED] was asked if it was frustrating for the assistant U.S. Attorney's Office to prosecute there cases and [REDACTED] replied "Sure, Yes, I would". The Board

then asked (FOIA Exemption b6) "And do you think it would also be frustrating for the Defendants in the cases? Because, I mean, after all, if the VA Police are arresting them, and now they're going to get a lawyer and then they're going to court to have somebody represent them, and then all of a sudden the VA Police cannot even produce the Police report, to include any statements that were made that may even support the Defendant. Do you feel that that's -- may at some point be even violating that person's constitutional rights? (FOIA Exemption b6) stated "It definitely could have an impact on the right to due process, sure. Absolutely." The Board then asked "Would you call that gross mismanagement? And (FOIA Exemption b6) replied "I would."

- l) (FOIA Exemption b6) also acknowledged that due to lost police reports union representatives would not be able to represent the bargaining union employee in accordance with the Master Agreement.
- m) (FOIA Exemption b6) was then asked about (FOIA Exemption b6) who voluntarily stepped down from a (FOIA Exemption b6) (FOIA Exemption b6) was asked "Shouldn't it have been appropriate that if you have an officer (FOIA Exemption b6) so (FOIA Exemption b6) longer doing the duties (FOIA Exemption b6), that someone should have done a personnel action to have (FOIA Exemption b6) pay changed back (FOIA Exemption b6) responded "Absolutely". (FOIA Exemption b6) acknowledged that by the (FOIA Exemption b6) not taking the action it was mismanagement.
- n) The Board then inquired about the four CBOC police officers (FOIA Exemption b6) that were never used at the CBOCs. (FOIA Exemption b6) stated that they were all promoted to GS-7s because there was no supervision at the CBOCs. (FOIA Exemption b6) stated that it was his understanding they were just promoted (did not have to apply for the job). The Board asked ".So that would be considered an unfair hiring practice would it not? and (FOIA Exemption b6) responded "Absolutely". (Note: (FOIA Exemption b6) stated that this happened when (FOIA Exemption b6) worked for the Department of the Army.). When the Board asked (FOIA Exemption b6) should not somebody from top management converted them back to GS-6s instead of them staying at GS-7s. (FOIA Exemption b6) agreed. (FOIA Exemption b6) stated that when (FOIA Exemption b6) asked "So what are we going to do with our CBOC officers? When are we going to -- when are we going to either reannounce? When are we going to move?" (FOIA Exemption b6) stated that (FOIA Exemption b6) stated "'Oh, it's already been done. They've just been converted to the lead officers.'" (FOIA Exemption b6) asked by the board would that be considered unfair hiring practice, (FOIA Exemption b6) stated "Absolutely", that's also in violation of the Master Agreement, (FOIA Exemption b6) responded "Correct". And MSPB Guidelines, he responded "Correct".
- o) The Board then questioned (FOIA Exemption b6) and their PBI process. When asked about one incident where (FOIA Exemption b6) was on duty and for some reason missed his interview time for the panel and contacted (FOIA Exemption b6) to

reschedule an interview, (FOIA Exemption b6) prohibited him from getting another interview period. (FOIA Exemption b6) acknowledged that (FOIA Exemption b6) had worked the night before and was tired. The Board asked "But why would you not make that accommodation from somebody who worked overnight, is tired, working on a bunch of duties, and then wants to interview for this job, which is important, which is why he applied for it?" "And then the (FOIA Exemption b6), is not even giving him that chance?" (FOIA Exemption b6) replied (FOIA Exemption b6) it defied -- it defied any logic that we - any of us had at the time." (FOIA Exemption b6) stated that (FOIA Exemption b6) "perception was that it was a reprisal against him".

- p) (FOIA Exemption b6) when asked "what's the relationship between the secretary, (FOIA Exemption b6)" stated "In a one-word description, I would say "ally".
- q) (FOIA Exemption b6) testified "One of the reasons why we're here with this AIB is because of a supervisory meeting that happened in September of last year where (FOIA Exemption b6) went off on -- and (FOIA Exemption b6) was not there. The (FOIA Exemption b6) went off on a very long five to ten minute subversive, almost mutinous discussion about (FOIA Exemption b6)". (FOIA Exemption b6) testified that it absolutely appeared that the (FOIA Exemption b6) was trying to undermine (FOIA Exemption b6) and that (FOIA Exemption b6) made comments supporting (FOIA Exemption b6) and that here comments were made was to undermine (FOIA Exemption b6). (FOIA Exemption b6) testified that (FOIA Exemption b6) believed and the way it was presented to him that (FOIA Exemption b6) did call OS&LE and requested an unannounced inspection team to come in early to catch the Police Service off-guard. When asked by the board "would you then consider that undermining?" (FOIA Exemption b6) stated "Absolutely". The Board then asked "So is it possible that if you have the undermining going on with OS&LE, about (FOIA Exemption b6) having an unannounced inspection, him having a meeting with key staff in the Department, to include the secretary and yourself and the two lieutenants, about undermining the (FOIA Exemption b6). Now we have 467 Police reports missing, of which the (FOIA Exemption b6) also responsible for and the secretary is responsible for. Is there a possibility that something may be going on there between those two regarding the Police reports? Because you know that if you divert and you hide Police reports, that that could be a career-ending move on behalf of the (FOIA Exemption b6) (FOIA Exemption b6) stated "Sure. Absolutely." The Board asked "Have you ever suspected that?" (FOIA Exemption b6) responded "I've never had it laid out like you just presented it. But is it a possibility? Absolutely, it is."
- r) (FOIA Exemption b6) acknowledged that (FOIA Exemption b6) hand carried (FOIA Exemption b6) application to Human Resources when (FOIA Exemption b6) applied for (FOIA Exemption b6) position against (FOIA Exemption b6) acknowledged that (FOIA Exemption b6) was friends with (FOIA Exemption b6) at the time of the interview and that (FOIA Exemption b6) were on the panel for which he was selected for the position.

- s) [FOIA Exemption b6] acknowledged that [FOIA Exemption b6] has a Hula doll on [FOIA Exemption b6] desk and [FOIA Exemption b6] has told people to "Make the hula girl dance". [FOIA Exemption b6] was shown Exhibit 38 and acknowledged that it was his hula doll. [FOIA Exemption b6] stated "It was something that actually [FOIA Exemption b6] brought up when [FOIA Exemption b6]. The Hula girl was going to dance whenever somebody is arrested." [FOIA Exemption b6] further stated "Well, you would celebrate somebody getting arrested if you did it safely and lawfully." The Board asked "So why would we celebrate we're arresting a Veteran, let's say? Is that what we're supposed to be doing?" [FOIA Exemption b6] stated "If the situation describes it, yes, sir."
- t) The Board then asked [FOIA Exemption b6] "It's been reported to the Board many a time that you've used statements -- and I'm using quotes here -- "They don't know what they are fucking talking about" in reference to, at times, the [FOIA Exemption b6] in reference, at times, to [FOIA Exemption b6]. Statements that you have made. It would be like [FOIA Exemption b6] coming in, doing a briefing to the staff members, leaving. Or the [FOIA Exemption b6] comes in, says something to the staff members and leaves. And we also have testimony where even [FOIA Exemption b6] came in, told officers -- instructed officers to do something and leave. And that you've made comments to basically, "Don't pay any attention to what the fuck they're doing. You do what I'm telling you to do." "Have you ever done that?" [FOIA Exemption b6] stated "I'm not saying I haven't, but I just don't recall if I have. I mean -- I may have, yeah." The Board asked [FOIA Exemption b6] "Why would you do that to bargaining unit employees? If you have a superior, which is the [FOIA Exemption b6], or even the [FOIA Exemption b6] over the program that comes in and instructs the officers to do something, and then leave, why would you turn around and tell them to "Disregard the superior officer and do what I tell you"? [FOIA Exemption b6] stated "That would be wrong, absolutely".
- u) The Board then questioned [FOIA Exemption b6] about allegations where [FOIA Exemption b6] used profanity when referring to the C [FOIA Exemption b6] and the PENTAD such as "They don't know what they are fucking talking about" when speaking to bargaining unit employees. [FOIA Exemption b6] stated "If that happened, then it truly is wrong."

(Exhibit 38, Photo of [FOIA Exemption b6] desk with hula doll; Exhibit 40, Position Description -- Lead Police Officer; Exhibit 41, Memorandum -- Letter of Written Counseling; Exhibit 42, Document to [FOIA Exemption b6]; Exhibit 43, Memorandum -- Memorandum of Concern -- Low Leave balance(s); Exhibit 44, Memorandum, Memorandum of Concern -- Excessive Sick Leave Balance(s); Exhibit 45, Position Description, Police Officer, dated 11/16/99; Exhibit 84, Transcribed Testimony of [FOIA Exemption b6], Page 8, Line 2-19; Page 9, Line 8-18; Page 10, Line 15-22; Page 11, Line 1-11; Page 14, Line 24-25; Page 15, Line 24-25; Page 16, Line 1-15; Page 16, Line 16-19; Page 17, Line 13-19; Page 18, Line 9-11; Page 19, Line 18-22; Page 23, Line 15-25; Page 24, Line 1-21; Page 25- ;Page 32-35; Page 35, Line 2-8; Page 39 -- 42; Page 42, Line 6-16; Page 42, Line 21-25 and Page 43, Line 1-2; Page 43-44; Page 44, Line 3-17; Page 49, Line 2-18; Page 51, Line 12-17; Page 52-55; Page 71-74; Page 77, Line 3-5; Page 77, Line 7-12; Page 78-Line 1-11; Page 78, Line 16-24; Page 79, Line 14-15; Page 79, Line 17-25; Page 80, Line 1-7; Page 81, Line 14-19; Page 82-83; Page 83, Line 13-25; Page 84, Line 1-8; Page 87, Line 6-22; Page



88, Line 1-12; Page 100, Line 19-25; Page 101 Line 1-15; Page 101, Line 16-23; Page 103, Line 23-25;  
Page 104, Line 1-22)

(45) FACT: (FOIA Exemption b6) was interviewed by the Board and testified

- a) The Board asked (FOIA Exemption b6) "What meetings have you attended where the (FOIA Exemption b6) was attempting to undermine the (FOIA Exemption b6) stated this started back to when (FOIA Exemption b6) was promoted to my current position in April of 2013. Shortly after that (FOIA Exemption b6) advised (FOIA Exemption b6) that Assistant Director Dannenberg was asking (FOIA Exemption b6) for performance evaluations of the (FOIA Exemption b6) and that they were weekly evaluations. And then that Mr. Dannenberg was taking action against the (FOIA Exemption b6). After (FOIA Exemption b6) got promoted in July of 2013 to (FOIA Exemption b6) tried to recruit us both into undermining (FOIA Exemption b6). (FOIA Exemption b6) said we could run the Department without (FOIA Exemption b6) and that (FOIA Exemption b6) was incompetent. (FOIA Exemption b6) stated that they had a private meeting with (FOIA Exemption b6) and let (FOIA Exemption b6) know there was some undermining. The Board asked "So if you've got the (FOIA Exemption b6) who's coming to two lower subordinates, because that's what you and (FOIA Exemption b6) are to (FOIA Exemption b6) "And you're doing direct report to him, would you consider that to be, one, mismanagement by (FOIA Exemption b6) stated "Absolutely" and agreed that it was Gross mismanagement. The Board asked "Would you also consider that to be offensive conduct? Because he's trying to get two of the key top management officials in the Police Department to undermine (FOIA Exemption b6) (FOIA Exemption b6) stated "I do. The whole -- the whole reason we're in the situation we're in now is because of (FOIA Exemption b6) conduct from the very beginning. (FOIA Exemption b6) did not want to work for the (FOIA Exemption b6) stated that (FOIA Exemption b6) was better and (FOIA Exemption b6) wanted to be (FOIA Exemption b6) "
- b) The Board asked (FOIA Exemption b6) "if you have (FOIA Exemption b6) who is trying to get the two captains to undermine, also telling bargaining unit employees to disregard the directions given by (FOIA Exemption b6), would you say that that would be creating a work environment that would be intimidating for the bargaining unit employees?" (FOIA Exemption b6) stated "Yes, confusing and all those things." The Board asked "And poor communication; correct?" and (FOIA Exemption b6) stated "Correct"
- c) The Board asked "So in 2012, your overtime budget for the facility was \$127,436. Then in 2013, (FOIA Exemption b6) comes in, and the overtime budget goes all the way up to \$295,698. Which is almost double. And with the same amount of staffing; then in 2014, the overtime budget went up to \$451,792. And then in 2015, it's already, as of May, it was \$210,122. You can see how the budget for overtime has greatly increased. But when you look at 2013 to 2012, you all went from 53 FTE to 47, a small number. But yet again, the overtime budget almost doubled to almost a half a million dollars. And that's within the Police Department. Now, who's responsible for the budget in the Police Department?" (FOIA Exemption b6) stated "(FOIA Exemption b6) "

- d) (FOIA Exemption b6) stated that he has heard (FOIA Exemption b6) use profanity in the department and in front of bargaining unit employees. He agreed that top management officials in the Police Department are held to a higher standard. (FOIA Exemption b6) that using that type of language in front of bargaining unit employees was offensive, intimidating, that it could be hostile, and abusive.
- e) The Board asked (FOIA Exemption b6) if (FOIA Exemption b6) was aware of any unfair hiring practices and (FOIA Exemption b6) stated "I am." "I think (FOIA Exemption b6) selection to (FOIA Exemption b6) was an unfair hiring practice. I think that was a pre-selection. And I think (FOIA Exemption b6) did not want (FOIA Exemption b6) to be considered for the (FOIA Exemption b6) position." (FOIA Exemption b6) stated "(FOIA Exemption b6) was a (FOIA Exemption b6) (FOIA Exemption b6) wanted the (FOIA Exemption b6) position, but the shift supervisor position came open first. (FOIA Exemption b6) got selected. And at the time he told me, 'You know, I don't want to do both jobs because I won't do either one correctly.' But at that point we had no choice. So (FOIA Exemption b6) was doing both jobs. So (FOIA Exemption b6) was being a (FOIA Exemption b6) on graveyard shift. And then (FOIA Exemption b6) was going to every shift and (FOIA Exemption b6) (FOIA Exemption b6). And he also (FOIA Exemption b6) that (FOIA Exemption b6). So (FOIA Exemption b6) jumping around from every shift (FOIA Exemption b6). And (FOIA Exemption b6) slept through his interview." "And they called (FOIA Exemption b6) up for his interview. And (FOIA Exemption b6) said, 'Oh, I just overslept. Can I do it now over the phone?' And they would not let (FOIA Exemption b6) do it over the phone. Board asked 'They, or (FOIA Exemption b6) (FOIA Exemption b6) The Board asked 'Why would he do that?' (FOIA Exemption b6) stated 'That is -- because (FOIA Exemption b6) didn't want (FOIA Exemption b6) in the position. (FOIA Exemption b6) stated that (FOIA Exemption b6) did not want him in that position. And (FOIA Exemption b6) kept saying that (FOIA Exemption b6) had personality issues and that -- made several comments about (FOIA Exemption b6) not being fit for (FOIA Exemption b6), how (FOIA Exemption b6) wouldn't want (FOIA Exemption b6) in that position. The Board asked 'So would you consider that an unfair hiring practice?' and (FOIA Exemption b6) stated 'I would. Because later on, they gave someone else a telephone interview.' The Board asked 'Would you also call that a miss-abuse of authority?' (FOIA Exemption b6) stated 'I would.'
- f) (FOIA Exemption b6) stated that regarding (FOIA Exemption b6) that paperwork was submitted to HR to have (FOIA Exemption b6) reverted back to a (FOIA Exemption b6) and that Mr. Slover asked for the paperwork where (FOIA Exemption b6) signed the (FOIA Exemption b6) said that (FOIA Exemption b6) told (FOIA Exemption b6) that he gave the paperwork to Jamie Wade.
- g) (FOIA Exemption b6) stated that (FOIA Exemption b6) was aware (FOIA Exemption b6) allowed (FOIA Exemption b6) to telework. (FOIA Exemption b6) acknowledged that you cannot perform law enforcement duties from a home address. The Board asked 'Would you call that gross mismanagement by (FOIA Exemption b6) (FOIA Exemption b6) stated 'Well, what (FOIA Exemption b6) was trying to do was (FOIA Exemption b6) was very disruptive. And it was at that point where (FOIA Exemption b6) was trying to discipline him. So it was better for him to move (FOIA Exemption b6) from the Service, take (FOIA Exemption b6) out of the chain of command and assign (FOIA Exemption b6) administrative duties while (FOIA Exemption b6) was able to do disciplinary action. That was the intent'. The Board asked 'So you're saying the only reason (FOIA Exemption b6) let (FOIA Exemption b6) go on telework was just to remove (FOIA Exemption b6)

from the Department because he was such a distraction?" (FOIA Exemption b6) stated "[redacted] was disruptive. And the Department functioned better while [redacted] was separated."

- h) The Board showed (FOIA Exemption b6) a position description, Exhibit 40, which states "The Incumbent is responsible for daily enforcement of Federal, State, and local laws via rules and regulations pertaining to physical protection of patients, visitors, and employees, protection of the United States Government, and personal property within the jurisdictional boundaries of the facilities controlled by the Portland, Oregon." The Board asked "Don't you think that the (FOIA Exemption b6) should have reviewed the PD to make sure that it was accurate? Because right now, according to this PD, none of your police officers that are leads currently have any authority to conduct any type of law enforcement here in Seattle; correct?" [redacted] responded "Correct." The Board asked "Would you call that mismanagement?" and (FOIA Exemption b6) stated "I would."
- i) The Board then showed (FOIA Exemption b6) Exhibit 41, Exhibit 22, Exhibit 43 and Exhibit 44 that were found in police staff competency folders, one being a counseling statement that was supposed to be destroyed within months. (FOIA Exemption b6) acknowledged that the competency folder was not an appropriate place for a written counseling, the letter regarding the Department of Labor, memorandum concerning low leave balances and Memorandum of Concern about excessive leave use. The Board asked "Would you call that mismanagement?" to all four, which he replied "Yes" all four times.
- j) (FOIA Exemption b6) testified that he was aware of the hula doll owned by (FOIA Exemption b6). (FOIA Exemption b6) stated "The officers gave [redacted] that Hula doll and [redacted] has it on [redacted] desk. And that's the only place I've seen it. When they make an arrest, they hit the Hula doll and make her dance." The Board asked "Have you heard (FOIA Exemption b6) encourage officers to go out and make arrests on both employees, patients, visitors at this facility? Encourage them to actually go out and make arrests?" (FOIA Exemption b6) stated "Yes".
- k) (FOIA Exemption b6) was asked who was responsible for the management of police reports in the department and he stated (FOIA Exemption b6). The Board asked "If you are missing 467 Police reports -- and I want to cover this real quick. An Investigative Report is a Police report that has to deal with an incident. And the reason I'm spelling this out, to make -- because other people, when they read the testimony, they need to understand that. We understand why they're Investigative Reports. They may not. So you have an Investigative Report that contains incidents that occur such as an arrest, a motor vehicle accident, a disturbance, an assault, various other crimes that are at both of the Puget Sound Healthcare System; correct?" [redacted] replied "Correct." The Board asked "Police reports contain PII information. The person's name, date of birth, Social Security numbers, addresses, phone numbers; correct? He replied "Correct." The Board asked "They would also have attachments such as

photographs of crime scenes or accident scenes, Rights Advisement cards, to ensure that we're valid -- or to ensure that we're advising people of their constitutional rights, Weingarten forms for union representation, voluntary or witness statements; Correct?" He replied "Correct" The Board asked "And there are 467 of them missing. Would you consider that gross mismanagement?"

[(FOIA Exemption b6)] stated "Yes, I would."

- l) The Board asked "having that many reports missing also impacts the working relationship between the VA Police and the Inspector General's Office, would it not?" [(FOIA Exemption b6)] stated "Correct". The Board asked "Because we can't refer a case over to them to investigate that falls within their investigative purview, which is felonies, if the VA Police here at Puget Sound lost the report; correct?" [(FOIA Exemption b6)] stated "Correct".
- m) The Board asked "Also would it not also impact the working relationship between the VA Police here in Puget Sound with the Assistant United States Attorney's Office?" "Because the Assistant United States Attorney, here we're referring a case over to them, and they can't even prosecute the case because the VA Police have lost the report and all supporting documents." [(FOIA Exemption b6)] stated "That's correct."
- n) The Board asked "You also have -- now we've got to think about the defendants. The defendants, here we're charging them or arresting them, taking them to court. Here they're having to dish out money to pay for a defense attorney. And now they're getting to court and there's no Police report. Would that not also be impacting that person's Constitutional rights of due process?" [(FOIA Exemption b6)] stated "Yes." The Board asked "Would you consider all of that mismanagement?" and [(FOIA Exemption b6)] stated "Yes.". The Board asked "Grossly mismanagement?" and [(FOIA Exemption b6)] stated "Yes."
- o) [(FOIA Exemption b6)] testified that [(FOIA Exemption b6)] and that if anything is wrong with [(FOIA Exemption b6)] was responsible. When asked how often [(FOIA Exemption b6)] stated "Not often enough. Probably six months". The Board asked "So you're testifying that you know there are problems? It isn't that you don't actually do what you've been tasked to do enough to make sure that they're not messed up; correct?" and [(FOIA Exemption b6)] stated "I have failed in making sure that [(FOIA Exemption b6)], correct." [(FOIA Exemption b6)] testified that [(FOIA Exemption b6)] hasn't checked the records to make sure they didn't have problems. [(FOIA Exemption b6)] stated that [(FOIA Exemption b6)] should have been -- they could "create liability issues". When asked "Would you call that mismanagement" he stated "Yes, I would". The Board asked "And by not [(FOIA Exemption b6)] to make sure that they're up-to-date and only doing a review once every six months, you're not performing your full duties; correct?" [(FOIA Exemption b6)] stated "That's correct". The Board asked "And that would be considered mismanagement?" and [(FOIA Exemption b6)] replied "Yes, it would"

(Exhibit 85, Transcribed Testimony of [(FOIA Exemption b6)], Page 8, Line 2-23; Page 9, Line 1-10; Page 10, Line 23-25; Page 11, Line 2-7; Page 11, Line 8-15; Page 11, Line 16-18; Page 12, Line 4-12; Page 20,

Line 16-18; Page 20, Line 1-21; Page 26, Line 11-25; page 27, Line 1-9; Page 29, Line 13-25; Page 30, Line 1-25; Page 31, Line 13-25; Page 32, Line 1-5; page 34, Line 25; Page 35, Line 8; Page 35, Line 18-25; Page 36, Line 1-24; Page 36, Line 22-24; Page 50, Line 9-23; Page 54-55; Page 57, Line 12-25; Page 58, Line 1-6; Page 58, Line 7-24; Page 59, Line 1-7; Page 59, Line 1-18; Page 60, Line 23-25; Page 61, Line 15-19; Page 71, Line 1-25; Page 72, Line 1-25; Page 73, Line 1-10; Page 82, Line 1-15; Page 83, Line 1-22; Page 1-7)

(46) FACT: [REDACTED] was interviewed by the Board and testified

- a) That [REDACTED] working relationship with [REDACTED] has been problematic and has been since [REDACTED] arrival at the station. [REDACTED] testified that when [REDACTED] arrived and took over [REDACTED] position that [REDACTED] was told to promoted [REDACTED] position by Assistant Director, Walt Dannenberg without the position even being announced.
- b) [REDACTED] testified that he has heard [REDACTED] use profanity and that [REDACTED] has received reports of him using profanity and "Him threatening physical violence. Him talking inappropriate about personnel's spouses, various other things, which is part of the reason why we're here." [REDACTED] testified that [REDACTED] has heard [REDACTED] use the words "fuck", "Fucker", "Motherfucker", "Bitch", "Asshole", "shit," et cetera. [REDACTED] testified that he got a report that Deputy [REDACTED] made an inappropriate joke within the department of *When's the only time you see a black guy in a police car...in the back seat.* [REDACTED] testified that [REDACTED] considered these things reported to [REDACTED] as inappropriate and offensive conduct.
- c) [REDACTED] testified that [REDACTED] was aware of an incident that [REDACTED] went off on an officer in a hallway to the point that [REDACTED] got within a few inches of the officer's face, poked [REDACTED] in the chest, used profanity and this was done in front of patients and employees. [REDACTED] testified that [REDACTED] removed [REDACTED] from any kind [REDACTED] and got [REDACTED] away from the officers. [REDACTED] stated that [REDACTED] went to Employee Rights Labor Relations, he attempted to take a disciplinary action [REDACTED], but he was told by Employee Labor Relations (Jamie Wade) to pull the disciplinary (suspension) action back because it was inappropriate. [REDACTED] testified that this conduct by [REDACTED] was offensive, intimidating, hostile and abusive.
- d) [REDACTED] was asked by the Board, "And what is the relationship between the [REDACTED]?", [REDACTED] stated "Completely too close and inappropriate. I think they're great friends."
- e) [REDACTED] testified that the [REDACTED] at that meeting was undermining him, and basically at that point was trying to take over the Department by trying to get the [REDACTED] and [REDACTED] and the [REDACTED] to all be on his side to go up against [REDACTED]. [REDACTED] testified that when the fact finding on the event was conducted [REDACTED] was unavailable. [REDACTED] was mysteriously on leave."

- f) (FOIA Exemption b6) testified that (FOIA Exemption b6) called OS&LE to conduct an unannounced inspection on the police department and an inspection on (FOIA Exemption b6) claiming that (FOIA Exemption b6) was taking leave and filing for inappropriate overtime. The stated that (FOIA Exemption b6) made the allegation that (FOIA Exemption b6) completed his entire law enforcement criminal justice degree online at work. When asked what the results of the investigation were (FOIA Exemption b6) stated "I'm assuming it was negative findings because I never heard anything further." (FOIA Exemption b6) testified that (FOIA Exemption b6) calling OS&LE undermined (FOIA Exemption b6) the entire department and the entire VISN. (FOIA Exemption b6) was asked if (FOIA Exemption b6) felt (FOIA Exemption b6) anything to help the service fail (FOIA Exemption b6) stated "Yes" and stated "One form.", "0867D. It listed every inspection we've done. It was pinned on (FOIA Exemption b6) backboard of his desk. I used a red stick-it pin to stick it right there because I would see it every time I walked in and out the door. The day I met up here with Mr. McCamley and the crew, that document is mysteriously gone." (FOIA Exemption b6) testified that without the form "You don't have any documentation saying you did any kind of inspection. Forget about evidence. You haven't looked at your weapons stuff. You haven't looked at your personnel records. You haven't looked at training. You haven't done anything. There's no way to prove it." He stated that he asked (FOIA Exemption b6) where that form went and (FOIA Exemption b6) stated that (FOIA Exemption b6) didn't know. (FOIA Exemption b6) testified that only (FOIA Exemption b6) and (FOIA Exemption b6) share the office and (FOIA Exemption b6) didn't take it because (FOIA Exemption b6) knew it would impact the inspection.
- g) (FOIA Exemption b6) testified that (FOIA Exemption b6) was aware of the 467 police reports that were missing. (FOIA Exemption b6) testified that (FOIA Exemption b6) and (FOIA Exemption b6) were responsible for the management of the police reports. (FOIA Exemption b6) testified that (FOIA Exemption b6) and (FOIA Exemption b6) review the reports and that (FOIA Exemption b6) files the reports. The Board asked "So if you've got a (FOIA Exemption b6) who is undermining you and trying to get other Police leadership in the Department to undermine you, and you've got (FOIA Exemption b6) who we also have testimony who was trying to undermine you, and they're the ones that are maintaining the Police reports, and now we have 467 of them missing, is it possible that they are doing something with the reports to try to impact yourself as being (FOIA Exemption b6) stated "Yes" "It is extremely possible, and that's what I believe". The Board asked "Would you consider the loss of 467 Police reports mismanagement by the Police Department?" and (FOIA Exemption b6) stated "Yeah. Oh, yeah."
- h) (FOIA Exemption b6) acknowledged that losing police reports impacts the working relationship with the OIG. (FOIA Exemption b6) acknowledged that without the police reports the OIG can't investigate drug transcriptions or a drug diversion. (FOIA Exemption b6) stated that (FOIA Exemption b6) told him that Agent Bob Sproul (OIG Special Agent in Charge) was upset because they couldn't fine certain reports. (FOIA Exemption b6) testified that (FOIA Exemption b6) speaks with the OIG Special Agent in Charge between once a month to quarterly.
- i) (FOIA Exemption b6) testified that the U.S. Attorney's Office are the ones that have to prosecute their cases from arrest at the facility and that the U.S. Attorney's Office

spoke with him about their inability to prosecute a case because of the poor quality of reports. The Board asked "Whose job is it to make sure that before a Police report is submitted to the Assistant U.S. Attorney's Office for prosecution, that it's been reviewed, it's been corrected, and that it's appropriate for them to be able to do their job?" [FOIA Exemption (b)(6)] admitted that it was ultimately [FOIA Exemption (b)(6)]. The Board asked "So if you've got cases that also contain photographs of crime scenes, accident scenes, Rights Advisement cards, union representation, involuntary witness statements, et cetera, and let's say you arrest a person and now they're in court. And the defendant has gotten an attorney. And now here the Assistant U.S. Attorney can't even get a copy of the Police report because it's been lost. Doesn't that impact that defendant's constitutional rights for due process?" [FOIA Exemption (b)(6)] stated "Absolutely" The Board asked "And that's because of the mismanagement of the Police reports by the VA Police?" [FOIA Exemption (b)(6)] responded "Absolutely".

- j) When questioned by the Board about the duty schedule, [FOIA Exemption (b)(6)] was unaware that basically everybody in the Police Service was off on the weekends and that it has been going on for two years.
- k) [FOIA Exemption (b)(6)] admitted that some times officers would come in and work overtime without receiving authority.
- l) [FOIA Exemption (b)(6)] that when a person would call out for a shift, staff would try to contact [FOIA Exemption (b)(6)] the [FOIA Exemption (b)(6)] and not be able to get in contact with any of them.
- m) [FOIA Exemption (b)(6)] testified that [FOIA Exemption (b)(6)] and [FOIA Exemption (b)(6)] allowed [FOIA Exemption (b)(6)] to go on telework, which he stated "And the idea was, it would give us -- it would give us some lead time and some breathing time, because the staff, I've got officers who fricken don't want to come to work with the guy. That was another reason why we're having overtime. People calling off because they don't want to work with that guy. They don't want to be anywhere close to [FOIA Exemption (b)(6)]. It's been poisonous. As soon as I put him on telework, the morale started coming back up. And if I don't have morale in the Police Department -- it's like if I don't have morale and I come in, if I don't have morale onboard ship, I can't operate it. It wouldn't operate. You're going to get complaints. You're going to get hostile stuff, all kinds of stuff. So I put him on telework."
- n) [FOIA Exemption (b)(6)] testified that he does review Performance Appraisals and that they had quite a few problems due to being put on the wrong form, wrong dates, and being done after the rating period actually ended.
- o) [FOIA Exemption (b)(6)] first admitted that he does not review the competency folders and has not reviewed competency folders since his arrival (past 28 months). [FOIA Exemption (b)(6)] then stated that he last reviewed competency folders in November. [FOIA Exemption (b)(6)] was then shown Exhibit 40, the Lead Police Officer position description

dated 10/23/2013 and he stated that position was reviewed by (FOIA Exemption b6). The Board asked (FOIA Exemption b6), "How come you, as a (FOIA Exemption b6), don't review the Position Descriptions?" and (FOIA Exemption b6) stated "So I do -- so, okay. I know this looks horrible. I do review the Position Descriptions. Again, when I arrived onboard here, we were in the midst of trying to build new PDs. Because everything was outdated. We were trying to put together something that actually made a Police Department and keep the complexity level in policing because there was this whole drive to separate the two stations from one another. And if you're familiar with the American Lake facility and this facility, you know there's not a complexity level at the American Lake facility to support GS-6 officers. So my whole idea was, are you with the folks up here? This is the Director and things like that. And let (FOIA Exemption b6), under the guidance of HR, put these PDs together." The Board asked (FOIA Exemption b6) "So when (FOIA Exemption b6) developed this Position Description, did you ever get a chance to review it?" (FOIA Exemption b6) admitted "I did not look at this particular one, no." The Board asked (FOIA Exemption b6), "Would you call that mismanagement?" (FOIA Exemption b6) admitted "I would call that mismanagement."

- p) (FOIA Exemption b6) was shown Exhibit 41, a written counseling dated June 11<sup>th</sup>, 2014, that had been found in a competency folder for (FOIA Exemption b6). (FOIA Exemption b6) testified that (FOIA Exemption b6) was aware that counseling statements have to be removed once every six months and that a counseling statement should not be in a competency folder. The Board asked "Would you consider that mismanagement?" and (FOIA Exemption b6) admitted "I would consider that, yes."
- q) The Board then showed (FOIA Exemption b6), Exhibit 43, Memorandum of Concern, Low Leave Balance dated for April 23<sup>rd</sup>, 2014 that was in a competency folder. (FOIA Exemption b6) stated that he they pulled that one. The Board stated "But it wasn't. It was still in there. Would you consider that mismanagement?" (FOIA Exemption b6) admitted "I would, yeah".
- r) The Board then showed (FOIA Exemption b6), Exhibit 44, a memorandum (dated June 13<sup>th</sup>, 2013) concerning Excessive Leave Balance, to include EAP information, to include a memorandum regarding Management of Human Resources, Reasonable Accommodations, Employees and Applicants with Disabilities. And also Article 18, Equal Employment Opportunity that was found in (FOIA Exemption b6) competency folder. The Board asked "Would you consider this mismanagement of this being inside of this competency folder?" (FOIA Exemption b6) admitted "For that period of time, yes, sir, I would."
- s) (FOIA Exemption b6) admitted that Exhibit 45, a Police Officer position description that the officers are using, has not been updated since November 16<sup>th</sup>, 1999.
- t) (FOIA Exemption b6) admitted that the four sergeants that were identified to work at the CBOCs never applied for the positions and never worked at the CBOCs. (FOIA Exemption b6)



stated that happened before he came on board. He acknowledged that the promotions without applying for the positions would be an unfair hiring practice.

- u) (FOIA Exemption b6) testified that he did carry (FOIA Exemption b6) application to HR for him because he was a VRA applicant and that he did the same thing for (FOIA Exemption b6) when he was there. He stated that he did not recall that the certified had come back with only (FOIA Exemption b6) name on it. (FOIA Exemption b6) stated that he was aware that (FOIA Exemption b6) use to be friends, even off tour and the friendship that (FOIA Exemption b6) and (FOIA Exemption b6) testified that (FOIA Exemption b6) does not get involved in the PBI. He stated "I made sure that there were people that were qualified to do PBI, but I didn't do that." The Board asked "But do you see the disadvantage that (FOIA Exemption b6) would have, is that if you've got (FOIA Exemption b6) on the panel, a secretary on the panel for a supervisor's position, and then here, one is friends with the other, and the other one is friends with the other, (FOIA Exemption b6) Do you see how (FOIA Exemption b6) would have a disadvantage?" (FOIA Exemption b6) stated "I can see how (FOIA Exemption b6) would have a disadvantage when it's laid out to me like that."
- v) (FOIA Exemption b6) admitted that (FOIA Exemption b6) did not pick (FOIA Exemption b6) and would not let (FOIA Exemption b6) be interviewed by the PBI panel. (FOIA Exemption b6) did not show up for the interview because (FOIA Exemption b6) had worked multiple shifts and overslept. The PBI Panel called (FOIA Exemption b6) and (FOIA Exemption b6) said (FOIA Exemption b6) could do the interview over the phone. (FOIA Exemption b6) admitted that (FOIA Exemption b6) would not allow (FOIA Exemption b6) to be interviewed over the phone even though there is nothing in writing that would have prevented a phone interview. (FOIA Exemption b6) stated that (FOIA Exemption b6) was not aware that when the PBI panel had called (FOIA Exemption b6) and that (FOIA Exemption b6) had the PBI panel hang the phone up on (FOIA Exemption b6). (FOIA Exemption b6) testified that (FOIA Exemption b6) came to (FOIA Exemption b6) and told him that (FOIA Exemption b6) did not show for the interview so (FOIA Exemption b6) stated that (FOIA Exemption b6) was not to be interviewed. (FOIA Exemption b6) testified that (FOIA Exemption b6) knew that (FOIA Exemption b6) had a volatile relationship.
- w) (FOIA Exemption b6) testified that (FOIA Exemption b6), who is (FOIA Exemption b6) reports directly to (FOIA Exemption b6). The Board informed (FOIA Exemption b6) stated that (FOIA Exemption b6) only looks (FOIA Exemption b6) once every six months. (FOIA Exemption b6) stated "I told (FOIA Exemption b6) when (FOIA Exemption b6) first took over (FOIA Exemption b6), that (FOIA Exemption b6) needs to keep an eye (FOIA Exemption b6)." The Board asked "So if have a (FOIA Exemption b6) who's in (FOIA Exemption b6) and is responsible (FOIA Exemption b6), and (FOIA Exemption b6) telling us that (FOIA Exemption b6) looks at them maybe once every six months, and (FOIA Exemption b6) doesn't know what's in there and what's not. (FOIA Exemption b6) doesn't know what deficiencies that they have in there, what paperwork is missing, et cetera, would you say that (FOIA Exemption b6) mismanaging?" (FOIA Exemption b6) stated "I'd say that's a problem. I'd say that's a pretty damn big problem, yeah."
- x) (FOIA Exemption b6) admitted that when (FOIA Exemption b6) goes to American Lake that (FOIA Exemption b6) never calls all the officers on duty in so they can sit down and talk with (FOIA Exemption b6). (FOIA Exemption b6) only does one-on-one meetings. The Board stated (FOIA Exemption b6), what we're hearing and this is not

only in American Lake. It's also here -- is that you are not seen. The officers feel that you are not communicating with them. They feel that as a matter of fact, American Lake, actually they have a nickname that's even heard down here. It's called "the ghost." They don't see you." (FOIA Exemption b6) replied "I'll say "the ghost" is not actually attached to me. But okay, I got it".

- y) (FOIA Exemption b6) was shown and acknowledged that he received a Fact-finding Inquiry Summary (Exhibit 46), dated February 27<sup>th</sup>, 2015, about fear of reprisal on VA Puget Sound that was done by (FOIA Exemption b6) who was the auditor that came (FOIA Exemption b6). The report by (FOIA Exemption b6) states "Based upon the verbal interviews, there is a preponderance of evidence that a fear of reprisal does exist within the VA Puget Sound Police Service Line". The report further states "...the majority of the witnesses identified (FOIA Exemption b6) as a primary source of the fear of reprisal.
- z) (FOIA Exemption b6) was shown Exhibit 47, email between him and (FOIA Exemption b6), bearing the subject name "Inappropriate" and he testified that is the typical kind of response he typically gets from (FOIA Exemption b6)
- aa) (FOIA Exemption b6) testified that (FOIA Exemption b6) pried open gun lockers and tried to pin it on an officer. The Board asked "Did he actually do that?" and (FOIA Exemption b6) stated "Yes, (FOIA Exemption b6) did that". (FOIA Exemption b6) stated "There's testimony from (FOIA Exemption b6) and from (FOIA Exemption b6) and a bunch of people that (FOIA Exemption b6) did do that. That is factual. Anyone who does those kinds of things, in my mind, or who picks on somebody because (FOIA Exemption b6) thinks that they are (FOIA Exemption b6) lesser, is a bully." The Board then showed (FOIA Exemption b6), Exhibit 48, Memorandum – Evidence Case File. (FOIA Exemption b6) testified that (FOIA Exemption b6) did not remember seeing neither that document nor the attached photograph.
- bb) The Board then showed (FOIA Exemption b6), Exhibit 49, Email titled "good bye and thank you". The email is from (FOIA Exemption b6), dated February 26, 2014. The email states "(FOIA Exemption b6) is a huge moral issue here."

(Exhibit 46, Memorandum - Fact Finding Inquiry Summary – Fear of Reprisal, VA Puget Sound Police Service; Exhibit 47, Email – Inappropriate; Exhibit 48, Memorandum – Evidence Case File; Exhibit 49, Email – good bye and thank you; Exhibit 86, Transcribed Testimony of (FOIA Exemption b6), Page 6, Line 7-11; Page 12, Line 1-25; Page 7, Line 6-22; Page 8, Line 10-18; page 9, Line 6-22; Page 10, Line 21-25, page 11, Line 1-2; Page 11, Line 16-21; Page 11, Line 22-25; Page 12, Line 1-25; Page 13, Line 1-25; Page 14, Line 14-17; Page 17, Line 1-25; Page 18, Line 1-7; Page 18, Line 23-25; Page 19, Line 1-25; Page 20, Line 1-8; Page 20, Line 19-25; Page 21, Line 1-12; Page 22, Line 4-15; Page 24, Line 24-25; Page 25, Line 1-25; Page 26, Line 6-25; Page 27, Line 10-23; Page 33, Line 13-17; Page 36, Line 22-25; Page 37, Line 1-18; Page 44, Line 12-25; Page 1-14; Page 46, Line 7-25; Page 46, Line 18-23; page 48, Line 2-24; Page 49, Line 1-25; Page 50, Line 17-25; Page 51, Line 1-12; Page 51, Line 13-25, Page 52, Line 25; Page 53, Line 1-5; Page 54, Line 1-25; Page 59, Line 3-25; Page 60, Line 1-25; Page 61, Line 4-15; page 62, Line 10-25; Page 62-69; Page 74, Line 1-15; page 75, Line 19-20; Page 76, Line 2-10; Page 77, Line 1-25; Page 78 -79; Page 92-93; Page 94, Line 1-3; Page 96, Line 4-6; Page 96, Line 10-15; Page 96, Line 24-25; Page 97, Line 1); Page 97, Line 5-6; Page 99, Line 2-6)

- (47) FACT: (FOIA Exemption b6) was interviewed by the Board and testified
- a) That his working relationship with (FOIA Exemption b6) was very poor, it is a very passive/aggressive and hostile environment, they do not speak, and they do not communicate. (FOIA Exemption b6) stated "(FOIA Exemption b6) made a lot of very poor decisions. And every time I tried to advise (FOIA Exemption b6) on certain legal issues or ethical conduct or prohibited personnel practices, I basically was told to butt out and let (FOIA Exemption b6) run this Department; which I did."
  - b) The Board asked "In FY 2012, and we have the documentation from the Chief of Fiscal that provided it to us. In FY 2013, the overtime budget for the Police was \$127,436.52. (FOIA Exemption b6) comes onboard in FY 2013. He came in like November of 2012. The overtime budget then almost doubles. It goes up to \$295,698.90. And then FY 2014, the overtime budget jumped up to \$451,792.93. Almost doubles again. And so thus far for 2015, the overtime budget as of May was \$210,122.41. So we're on track to almost equal next year already, or this past previous year. It's almost a half a million dollars in overtime." The Board asked "Would you consider that mismanagement of fund?" (FOIA Exemption b6) stated "Absolutely". The Board asked "Gross Mismanagement?" and (FOIA Exemption b6) stated "Absolutely". The Board asked "Because (FOIA Exemption b6) is responsible for the overall budget of the Police Service; correct?" (FOIA Exemption b6) stated "(FOIA Exemption b6) overall responsible, but everyone who is in management and on the management team is responsible at some point, yes." The Board asked "Okay. Which includes yourself?" (FOIA Exemption b6) stated "Yes." And the Board asked "And the two Captains?" and (FOIA Exemption b6) stated "Yes, absolutely".
  - c) The Board asked "There is a duty schedule that was created where basically it gives everybody on the weekends off. Okay. Are you able with having a duty schedule where almost everybody is off on the weekends, wouldn't that almost automatically generate automatic overtime?" (FOIA Exemption b6) stated "It would, absolutely." (FOIA Exemption b6) testified "I raised the issue about how the schedule was being managed and about the overtime, specifically with (FOIA Exemption b6) and (FOIA Exemption b6) allowing themselves to basically use as much overtime as they want with no checks and balances." "When I tried to hold them accountable, I was basically told that they no longer report to me, that they report to (FOIA Exemption b6) directly now". (FOIA Exemption b6) stated "I raised the issue to (FOIA Exemption b6). And I was immediately retaliated against and stripped of my authority for the first time."
  - d) (FOIA Exemption b6) testified that (FOIA Exemption b6) and (FOIA Exemption b6) would use profanity behind closed doors but did not recall using the profanity in front of bargaining unit employees. He testified that (FOIA Exemption b6) and (FOIA Exemption b6) would use profanity all the time and in front of bargaining unit employees. (FOIA Exemption b6) admitted "unfortunately, we all use profanity quite a bit when we have some of our discussions". (FOIA Exemption b6) admitted that (FOIA Exemption b6) uses profanity in the department in front of bargaining unit employees. (FOIA Exemption b6) was asked "Would you consider that offensive conduct?" (FOIA Exemption b6) replied "Given the

environment that we usually have our meetings in, it could be construed as unprofessional conduct." (FOIA Exemption b6) admitted that management officials should not be using that type of language in front of bargain unit employees".

- e) (FOIA Exemption b6) denied ever calling anybody in the Police Department, "Nigger", "Wagon Burner", "Monkey", "Jungle Bunny", and "When is the only time you see a black male in a Police car?" And that's "In the back seat." (FOIA Exemption b6) did say that (FOIA Exemption b6) stated ""What's black and doesn't work?" And everyone -- and someone in the room -- I think someone in the room said, "Oh, my God." And I said, "What? We're talking about a cup of coffee."
- f) (FOIA Exemption b6) denied recalling the incident in the hallway between him and (FOIA Exemption b6) (Note: This incident was witnessed by three people).
- g) (FOIA Exemption b6) admitted that he used profanity directed at staff.
- h) (FOIA Exemption b6) testified that he was unaware that (FOIA Exemption b6) was still being (FOIA Exemption b6) level pay after having stepped down from his (FOIA Exemption b6)
- i) (FOIA Exemption b6) admitted that the four Sergeants that never worked at the CBOCs should have been reverted back down from a GS-7. (FOIA Exemption b6) stated that (FOIA Exemption b6) was responsible to revert the Sergeants.
- j) (FOIA Exemption b6) was asked regarding (FOIA Exemption b6), "Have you ever made a comment that (FOIA Exemption b6) never be promoted while a member of the Police Service?" (FOIA Exemption b6) testified "I think that's been said by everybody in the Police Services at some point or another, but I don't specifically ever remember saying it myself." The Board asked "Is it possible that you said that to (FOIA Exemption b6)?" (FOIA Exemption b6) admitted "It's possible, yeah." The Board asked "Did (FOIA Exemption b6) ever get interviewed for that position?" (FOIA Exemption b6) stated "I don't remember. (FOIA Exemption b6) applied for so many different positions; I don't recall (FOIA Exemption b6) ever being interviewed for any of them."
- k) The Board asked "But in this one PBI that we got information on (FOIA Exemption b6), before they can even total up the scores, like these people did the PBI and the resume, same as these other two. But before they could put it onto a memo and outline it, so who got the top score, (FOIA Exemption b6) took all of the documentation from them and then left the room and took it to somebody, because eventually it did make it to (FOIA Exemption b6)." "Why would the PBI panel not even have a chance to put the total score together? Why would somebody -- (FOIA Exemption b6) stated "Because (FOIA Exemption b6) was pre-selected for the position." Yes, (FOIA Exemption b6) absolutely pre-selected." (FOIA Exemption b6) stated that (FOIA Exemption b6) did the selection. (FOIA Exemption b6) stated "No, that was who (FOIA Exemption b6) was telling (FOIA Exemption b6) was the person for the job. That was who (FOIA Exemption b6) wanted". The Board asked "So that would be pre-selection?" (FOIA Exemption b6) stated "Yes". The Board asked "And unfair labor practice?" (FOIA Exemption b6) stated "Absolutely. As a matter of fact, (FOIA Exemption b6) coached (FOIA Exemption b6)

[REDACTED] on what needed to be on his resume. And [REDACTED] hand-delivered his resume to HR and told them, Eric Slover, to put him on the cert list. Because the original cert list that came out, [REDACTED] was not on it. And the same thing happened with [REDACTED]."

- l) [REDACTED] testified that when [REDACTED] applied for the [REDACTED] position ([REDACTED]) that [REDACTED] was the only person's name on the certified and that he should have been selected. [REDACTED] testified "I told [REDACTED] when the cert list came out with only [REDACTED] on it, that we had one of two choices. Select [REDACTED] as the internal applicant. Or rewrite the PD, figure out why we're not getting a bigger pool of applicants that want the position. And then resubmit for recruitment and start all over." [REDACTED] stated ".....but when [REDACTED] sat down with [REDACTED] when [REDACTED] found out that he wasn't on the cert list or that [REDACTED] didn't make the cert list, [REDACTED] had got the notification that [REDACTED] wasn't found qualified, [REDACTED] threw a fit and brought his resume to [REDACTED] to find out why [REDACTED] wasn't on the cert list [REDACTED] went through [REDACTED] resume and told [REDACTED] exactly what needed to be on his resume for the qualifying experience in order to get himself on the cert list. [REDACTED] coached [REDACTED] on how to rewrite his resume. [REDACTED] brought [REDACTED] resume back to [REDACTED] and [REDACTED] walked it right back down to HR and told Eric Slover to make sure he got on there." "And the biggest issue with [REDACTED] resume was that [REDACTED] had absolutely no supervisory experience that qualified for the position." [REDACTED] testified that it was an unfair hiring practice, prohibited personal practice, and abuse of authority.
- m) [REDACTED] testified that [REDACTED] and the Captains rarely go to American Lake.
- n) The Board asked "Does the management team -- and when I say the management team, I'm talking about [REDACTED] Do [REDACTED] tell the officers that "If you don't show up for training," that you're all going to pull their credentials? [REDACTED] stated "It was put out that if someone misses a mandatory training event that is required to maintain certification, that their law enforcement arrest -- their authority was supposed to be suspended. I think that's what [REDACTED] put out." The Board asked "Even for Ebola training, that if they did not show up for Ebola training, they were going to have their credentials pulled." "But if it happened, would you see how that would be intimidating to the officers?" [REDACTED] stated "Absolutely".
- o) The Board asked "So how could a police officer, whose job description is to provide security and law enforcement for a facility, do telework from home?" [REDACTED] stated "Because I have been stripped of everything. And my only job to the Department at that point were to do the tasks assigned to me directly from [REDACTED]. And my only tasking at the time was to work on the new contract for Valet, the radio project, the dispatch center and a few other

projects that we were trying to get off the ground." The Board asked "Did you ask to go on telework?" [FOIA Exemption b6] stated "I did not ask. But considering the strain in our relationship and how contentious and how hostile the work environment had become between him and myself, I didn't object to it, no."

- p) The Board was provided a document for Timeline of Events [FOIA Exemption b6] EEO - [FOIA Exemption b6] Exhibit 50. [FOIA Exemption b6] testified that the document was given to EEO and it was rejected and it wasn't accepted by ORM (Office of Resolution Management). [FOIA Exemption b6] testified that the document was a timeline of event that he had with [FOIA Exemption b6].
- q) [FOIA Exemption b6] stated "I'm being harassed and retaliated against by [FOIA Exemption b6] and the [FOIA Exemption b6], for reporting unlawful and unethical actions taken by [FOIA Exemption b6], [FOIA Exemption b6], [FOIA Exemption b6]."
- r) [FOIA Exemption b6] denied calling OS&LE to come perform an unannounced inspection on the Police Service.
- s) [FOIA Exemption b6] acknowledged that the Police Service was missing over 400 police reports (actual number was 467). [FOIA Exemption b6] testified that the police reports contain PII information, photographs, statements from witnesses and suspects, Rights Advisement cards, and union representation from Weingarten. The Board asked "Would you call it a total gross mismanagement to lose almost 500 Police reports?" [FOIA Exemption b6] stated "I would call it a complete and utter failure of our Police Service to not be able to manage our caseload." [FOIA Exemption b6] testified that the overall responsibility for the Police Program and the Police reports was the [FOIA Exemption b6] and culpability at the Patrol Captain level, at the Watch Commander level, and at the officer level to get those reports done." He stated that he was not responsible because he was taken out of that responsibility back in 2013.
- t) [FOIA Exemption b6] testified that by losing police reports regarding drug diversion or a drug theft case, and those types of cases are investigated by the Inspector General's Office they could not investigate the incidents and that the Inspector general's office is not happy with them and that they do not have a good relationship. He stated "They've lost complete trust in the Police force."
- u) [FOIA Exemption b6] testified that by losing police reports containing supporting documents to include Weingarten and Rights Advisement involving employees that the union would be unable to represent that employee appropriately.
- v) The Board asked "if police reports are being lost and it has to deal with a criminal case, it has the Rights Advisement, statements. And let's say, so basically now, the Assistant United States Attorney can't even go forward at that point?" He stated "Rights" and agreed that there was no way they could prosecute the case. The Board asked "So if you've made an arrest and I'm talking about the Police Department. If they've made an arrest on a person, and now that person is now

in court for their day in court. And let's say they even have a defense attorney with them. And now because there is no Police report, doesn't that impact the defendant with due process?" Deputy Chief Rose stated "It absolutely does".

- w) The Board asked "Have you ever heard of [REDACTED] (FOIA Exemption b6), where you would go to a briefing with the bargaining unit employees, tells the officers to do something. You turn around and leave, and then one of the [REDACTED] (FOIA Exemption b6) then turns right around and undermines you by say?" [REDACTED] (FOIA Exemption b6) stated "That happened a lot". "Because I think on some level, [REDACTED] (FOIA Exemption b6) actually got some sort of enjoyment between creating friction between [REDACTED] (FOIA Exemption b6) constantly felt like and [REDACTED] has been quoted as saying this. [REDACTED] said it to me. [REDACTED] said it to a lot of people. "They're not real cops. I'm the only real cop here." [REDACTED] has his own philosophy of how this Department is supposed to be run. [REDACTED] thinks we need to be out hooking and booking and taking people to jail every day."
- x) [REDACTED] (FOIA Exemption b6) testified that [REDACTED] never tried to undermine [REDACTED] (FOIA Exemption b6). He denied having a September meeting with [REDACTED] (FOIA Exemption b6), [REDACTED] (FOIA Exemption b6) to include your [REDACTED] (FOIA Exemption b6), where it was reported that he tried to talk them into following your directions and not the [REDACTED] (FOIA Exemption b6).
- y) The Board showed [REDACTED] (FOIA Exemption b6) [REDACTED] transcribed testimony from March 26, 2015, Exhibit 51, which he recalled being interviewed.

(Exhibit 50, Timeline of Events (FOIA Exemption b6); Exhibit 51, Transcribed Testimony of Kirk Rose, dated March 26, 2015; Exhibit 87, Transcribed Testimony of [REDACTED] (FOIA Exemption b6), Page 7, Line 13-18; Page 8, Line 7-18; Page 10, Line 3-25; Page 11, Line 1-7; Page 11, Line 8-24; Line 12, Line 1-13; Page 3, Line 14-18; Page 14, Line 3-24; Page 15, Line 1-25; Page 16, Line 14-21; Page 17, Line 1-21; Page 19-20; Page 22, Line 9-25; Page 23, Line 1-2; Page 27, Line 13-18; Page 29, Line 6-25; Page 30, Line 1; Page 35, Line 5-25; Page 36, Line 1-25; Page 36, Line 11-25; Page 37, Line 7-12; Page 38, Line 1-20; Page 39, Line 1-15; Page 43, Line 3-5; Page 44, Line 11-12; Page 46, Line 17-21; Page 47, Line 2-8; Page 50, Line 22-24; Page 51, Line 10-15; Page 52, Line 7-25; Page 53, Line 3-9; Page 53, Line 23-25; Page 54, Line 1-2; Page 57, Line 4-11; Page 58, Line 17-25; Page 59-60; Page 62-63; Page 63, Line 1-25; Page 65, Line 10-14; Page 65, Line 18-23; Page 68-69; Page 79, Line 22-25; Page 80, Line 1-24)

(48) FACT: [REDACTED] (FOIA Exemption b6) Copies of the Evidence Ledgers showing the dates the inventories were conducted. The record reflects that inventories were conducted on March 25, 2013; April 11, 2014; September 3, 2014; and March 31, 2015. The document shows proof that evidence records are not being inspected every six months as testified by [REDACTED] (FOIA Exemption b6).

(49) FACT: [REDACTED] (FOIA Exemption b6) copy of Memorandum, Subject: Evidence Case File. These documents reflect that [REDACTED] (FOIA Exemption b6) wrote to [REDACTED] (FOIA Exemption b6) and reported that [REDACTED] (FOIA Exemption b6) forced his gun locker box open. [REDACTED] (FOIA Exemption b6) was issued a [REDACTED] (FOIA Exemption b6) [REDACTED] (FOIA Exemption b6), who did not even sign the document. There is no evidence of any investigation being conducted against [REDACTED] (FOIA Exemption b6) for the allegation of forcing the gun locker open.

- (50) FACT: (FOIA Exemption b6) Report of Contact by (FOIA Exemption b6), dated February 13, 2014, about an attempted suicide incident in Lot-B. He reported that (FOIA Exemption b6) had contacted OS&LE without being asked and left the scene of the incident without the chief's knowledge.
- (51) FACT: (FOIA Exemption b6), Voluntary Witness Statement by (FOIA Exemption b6) regarding the conduct of (FOIA Exemption b6).
- (52) FACT: (FOIA Exemption b6) Voluntary Witness Statement of (FOIA Exemption b6) dated May 6, 2014, regarding racial slurs, "Nigger" and "Porch Monkey" made by (FOIA Exemption b6).
- (53) FACT: (FOIA Exemption b6) document from (FOIA Exemption b6) about hiring practices by (FOIA Exemption b6).
- (54) FACT: (FOIA Exemption b6), Report of Contact by (FOIA Exemption b6) dated September 4, 2014, regarding the undermining and derogatory statements made by (FOIA Exemption b6) and (FOIA Exemption b6) during the September 4<sup>th</sup>, 2014 meeting.
- (55) FACT: (FOIA Exemption b6), Email, dated September 22, 2014, title "Inappropriate"
- (56) FACT: (FOIA Exemption b6) Report of Contact, dated September 23, 2014 from (FOIA Exemption b6) regarding (FOIA Exemption b6) not communicating or coordinating with him.
- (57) FACT: (FOIA Exemption b6) Email, dated September 25, 2014, titled "FOIA Request."
- (58) FACT: (FOIA Exemption b6) Email, dated September 25, 2014, Subject: Read this before you respond about it....This is not a slam or a slap it is a concern. Email is from (FOIA Exemption b6).
- (59) FACT: (FOIA Exemption b6) Memorandum, Subject: Reprisal and retaliation, dated October 1, 2014. The memorandum is from Deputy (FOIA Exemption b6).
- (60) FACT: (FOIA Exemption b6) Email, dated October 7, 2014, from Special Agent Steve Rivers, OS&LE, showing evidence that (FOIA Exemption b6) was reporting incidents to OS&LE without (FOIA Exemption b6) knowledge.
- (61) FACT: (FOIA Exemption b6), Email, dated October 7, 2014, from (FOIA Exemption b6) to Susan Brooks about (FOIA Exemption b6) reporting to OS&LE without using the chain of command.
- (62) FACT: (FOIA Exemption b6), Report of Contact, dated October 13, 2014 from (FOIA Exemption b6) regarding the actions of (FOIA Exemption b6) at the September 4<sup>th</sup>, 2014 meeting.
- (63) FACT: (FOIA Exemption b6), Report of Contact, dated October 14, 2014, from (FOIA Exemption b6) about the conduct of (FOIA Exemption b6).



- (64) (FOIA Exemption b6) Memorandum, dated December 9, 2014, subject: Fact Finding Inquiry Summary – Inappropriate Conduct During VA Police Supervisor's Meeting.
- (65) (FOIA Exemption b6), Documents from (FOIA Exemption b6) regarding fear of reprisal in the Police Service.
- (66) (FOIA Exemption b6) Documents from (FOIA Exemption b6) regarding fear of reprisal in the Police Service.
- (67) (FOIA Exemption b6), Documents from (FOIA Exemption b6) regarding fear of reprisal in the Police Service.
- (68) (FOIA Exemption b6) AIB Transcribed Testimony, dated March 26, 2015 of (FOIA Exemption b6)
- (69) (FOIA Exemption b6) AIB Transcribed Testimony, dated March 26, 2015 of (FOIA Exemption b6)
- (70) (FOIA Exemption b6), AIB Transcribed Testimony, dated March 26, 2015 of (FOIA Exemption b6)
- (71) (FOIA Exemption b6), email from (FOIA Exemption b6), dated May 15, 2015, regarding "The Systemic problem of a Hostile Working Environment for the Puget Sound Veterans Affairs Police.
- (72) (FOIA Exemption b6), Voluntary Statement, dated June 12, 2015, from (FOIA Exemption b6), stating that (FOIA Exemption b6) attempted to get him to back date evidence logs.
- (73) (FOIA Exemption b6), Email, dated June 16, 2015 from (FOIA Exemption b6) regarding (FOIA Exemption b6) discrediting him.
- (74) (FOIA Exemption b6) E-mail, dated June 16, 2015, from Division (FOIA Exemption b6), OS&LE, regarding the Seattle, WA inspection response 2014.
- (75) (FOIA Exemption b6) E-mail, dated June 16, 2015, from Division (FOIA Exemption b6), OS&LE, regarding the Seattle, WA inspection response 2014.
- (76) (FOIA Exemption b6), Email, dated June 16, 2015, response from William Dale Hendley, Chair of AIB, to (FOIA Exemption b6).
- (77) (FOIA Exemption b6) Email, dated June 19, 2015, from (FOIA Exemption b6) regarding SF52
- (78) (FOIA Exemption b6) Email, dated September 22, 2014, Subject: Inappropriate between (FOIA Exemption b6)

(79) (FOIA Exemption b6) Email, dated April 27, 2015, from (FOIA Exemption b6) regarding missing police reports.

(80) (FOIA Exemption b6) Memorandum, dated November 5, 2015, Subject: Telework Agreement Approval.

#### 4. CONCLUSIONS

CONCLUSION #1: It is the conclusion of this Board that the Police leadership and management exhibited discrimination based on race and age (*Substantiated*)

ANALYSIS: This conclusion is supported by Facts: 10.b, 10.c, 10.f, 10.k, 11.a, 13.d, 15.g, 16.a, 16.b, 16.c, 17.f, 17.g, 20.c, 40.b, 47.e, and 52.

There is evidence or findings of facts which draw the conclusion that (FOIA Exemption b6) used racial slurs and racial jokes to and about staff of the Puget Sound Health Care Center.

There is evidence or findings of facts which draw the conclusion that (FOIA Exemption b6) (FOIA Exemption b6)b targeted minorities in the Police Service based on race.

CONCLUSION #2: It is the conclusion of this Board that the Police leadership and management exhibited offensive conduct. (*Substantiated*)

ANALYSIS: This conclusion is supported by Facts: 10.h, 11.b, 15.h, 17.k, 18.d, 37.c, 40.c, 43.a, 44.b, 44.d, 45.a, 45.d, 46.b, 46.c, and 47.d.

There is evidence or findings of facts which draw the conclusion that (FOIA Exemption b6) exhibited offensive conduct in front of or to the staff of the Puget Sound Health Care System Police Service.

CONCLUSION #3: It is the conclusion of this Board that the Police leadership and management exhibited creating a work environment that is intimidating (*Substantiated*)

ANALYSIS: This conclusion is supported by Facts: 10.h, 11.b, 15.h, 17.k, 20.b, 28.d, 29.d, 34.e, 35.g, 37.c, 37.h, 40.c, 43.a, 44.b, 45.b, 45.d, 46.c, and 47.n.

There is evidence or findings of facts which draw the conclusion that (FOIA Exemption b6) exhibited offensive conduct in front of or to the staff of the Puget Sound Health Care System Police Service.

CONCLUSION #4: It is the conclusion of this Board that the Police leadership and management exhibited a work environment that was hostile. (*Substantiated*)

ANALYSIS: This conclusion is supported by Facts: 8.a, 10.a, 10.h, 11.b, 17.k, 19.d, 20.a, 28.a, 28.d, 35.g, 37.h, 40.a, 40.c, 43.a, 44.b, 45.d, 46.c, 46.m, 47.a, 47.o, and 71.

There is evidence or findings of facts which draw the conclusion [REDACTED] (FOIA Exemption b6) [REDACTED] created a hostile work environment within the Puget Sound Health Care System Police Service.

CONCLUSION #5: It is the conclusion of this Board that the Police leadership and management exhibited retaliation against employees who try to report the various wrongdoings. (*Substantiated*)

ANALYSIS: This conclusion is supported by Facts: 3, 13.h, 37.j, 47.c, 47.j, 47.q, and 59.

There is evidence or findings of facts which draw the conclusion [REDACTED] (FOIA Exemption b6) [REDACTED] retaliated against one another within the Puget Sound Health Care System Police Service.

There is evidence or findings of facts which draw the conclusion [REDACTED] (FOIA Exemption b6) [REDACTED] retaliated against [REDACTED] (FOIA Exemption b6) [REDACTED] Puget Sound Health Care System Police Service.

CONCLUSION #6: It is the conclusion of this Board that the Police leadership and management exhibited gross mismanagement of the Police Service. (*Substantiated*)

ANALYSIS: This conclusion is supported by Facts: 6.e, 6.i, 6.j, 19.f, 26.d, 27.h, 30.d, 30.f, 30.g, 31.f, 33.i, 33.j, 34.j, 37.d, 38.h, 40.f, 40.h, 43.e, 43.g, 44.g, 44.i, 44.j, 44.k, 44.m, 45.a, 45.g, 45.h, 45.i, 45.k, 45.n, 45.o, 46.g, 46.i, 46.o, 46.p, 46.q, 46.r, 47.b, and 47.s.

There is evidence or findings of facts which draw the conclusion that [REDACTED] (FOIA Exemption b6) [REDACTED] exhibited gross mismanagement based on their lack of attention, follow-up, and leadership regarding the overtime, police budget, loss of police reports, and handling of personnel matters that impacted the Puget Sound Health Care System Police Service.

CONCLUSION #7: It is the conclusion of this Board that the Police leadership and management exhibited abuse of authority to include unfair hiring practices (*Substantiated*)

ANALYSIS: This conclusion is supported by Facts: 10.i, 13.g, 17.l, 40.g, 40.j, 40.k, 41.c, 43.d, 43.j, 44.n, 45.e, 46.f, 47.k, 47.l,

There is evidence or findings of facts which draw the conclusion that [REDACTED] (FOIA Exemption b6) [REDACTED] did

participate in various abuse of authority incidents and unfair hiring practices within the Puget Sound Health Care System Police Service

There is evidence or findings of facts which draw the conclusion that [REDACTED] (FOIA Exemption b6) participated in unfair hiring practices against [REDACTED] (FOIA Exemption b6) Puget Sound Health Care System Police Service.

There is evidence or findings of facts which draw the conclusion that [REDACTED] (FOIA Exemption b6) participated in unfair hiring practices against [REDACTED] (FOIA Exemption b6), Puget Sound Health Care System Police Service.

CONCLUSION #8: It is the conclusion of this Board that the Police leadership and management exhibited inadequate contract management. (*Substantiated*)

ANALYSIS: This conclusion is supported by Facts: 6.f, 6.g, 6.j, and 33.j.

There is evidence or findings of facts which draw the conclusion that [REDACTED] (FOIA Exemption b6) did provide inadequate contract management regarding the Valet Parking Contract that resulted in approximately \$80,000 per months additional funding.

CONCLUSION #9: It is the conclusion of this Board that the Police leadership and management exhibited inadequate budget management. (*Substantiated*)

ANALYSIS: This conclusion is supported by Facts: 6.b, 6.d, 6.f, 6.i, 19.e, 19.f, 33.k, 40.h, 43.e, 44.g, 45.c, and 47.b,

There is evidence or findings of facts which draw the conclusion [REDACTED] (FOIA Exemption b6) inadequately managed the budget for the Puget Sound Health Care System Police Service.

CONCLUSION #10: It is the conclusion of this Board that the Police leadership and management exhibited inadequate performance evaluation management. (*Substantiated*)

ANALYSIS: This conclusion is supported by Facts: 15.e, 28.j, 34.g, 38.j, 44.i, 46.n, There is evidence or findings of facts which draw the conclusion that [REDACTED] (FOIA Exemption b6) exhibited for inadequate performance evaluation management. There is evidence or findings of facts that conclude various wrong-doings of back-dating performance appraisals, entering inaccurate dates on performance appraisals, using wrong forms, performance appraisals being initiated after the rating period, not reviewing performance appraisals and not issuing initial performance appraisals to many staff of the Puget Sound Health Care System Police Service.

**CONCLUSION #11:** It is the conclusion of this Board that the Police leadership and management exhibited inadequate follow through with personnel actions.  
**(Substantiated)**

**ANALYSIS:** This conclusion is supported by Facts: 26.i, 44.m, and 47.h.

There is evidence or findings of facts which draw the conclusion that [REDACTED] (FOIA Exemption b6) failed to follow up on the voluntary reduction of [REDACTED] (FOIA Exemption b6).

**CONCLUSION #12:** It is the conclusion of this Board that the Police leadership and management exhibited inappropriate use of oversight of time and attendance.  
**(Substantiated)**

**ANALYSIS:** This conclusion is supported by Facts: 6.a, 6.b, 9.a, 9.e, 11.i, 13.f, 17.m, 25.b, 25.d, 27.a, 27.b, 27.d, 27.e, 28.i, 29.c, 30.d, 33.d, 33.i, 34.h, 35.f, 37.d, 38.g, 40.h, 43.e, 44.g, 45.c, 46.f, 46.k, 46.m, 47.b, and 47.c.

There is evidence or findings of facts which draw the conclusion that [REDACTED] (FOIA Exemption b6) exhibited inappropriate use of oversight of time and attendance that resulted in unnecessary expenditure of overtime.

**CONCLUSION #13:** It is the conclusion of this Board that the Police leadership and management exhibited ineffective communications within the Police Service, with the Law Enforcement Training Center in Little Rock, with the OIG, U.S. Attorney's Office, OS&LE, and community partners such as Seattle Police Department. **(Substantiated)**

**ANALYSIS:** This conclusion is supported by Facts: 8.j, 9.a, 12.a, 12.c, 13.c, 14, 15.i, 19.g, 20.i, 28.b, 29.a, 30.i, 31.h, 31.i, 33.f, 34.a, 35.f, 43.h, 44.j, 44.k, 45.b, 45.m, 45.n, 46.h, 46.i, 46.x, 47.a, 47.v, 56,

There is evidence or findings of facts which draw the conclusion [REDACTED] (FOIA Exemption b6) all exhibited ineffective communications. Their lack of communication, especially with the police staff at American Lake, was evident. Their communications with police staff typically consist of profanity, yelling, and/or intimidation.

## 5. RECOMMENDATIONS

Based on the requests of the convening authority that the Board makes appropriate recommendations, the Board recommends the following:

**Recommendation 1:** Appropriate administrative action should be taken against [REDACTED] (FOIA Exemption b6)

Department of  
Veterans Affairs

MEMORANDUM

Date: September 3, 2015

From: Administrative Investigation Board

Subj: Addendum - Report of Investigation into Allegations of Police Leadership and Management

To: Director, VA Puget Sound health Care System (00)  
Thru: Risk Manager

This attachment is an addendum to the Administrative Investigation Board (Board) regarding the Board's concerns regarding the credibility of four management officials and the secretary of the Police Service. (Note: *The candor of the secretary was noted in the initial report, Fact #39*).

With your permission, the Board was granted extra time to address this matter by providing additional conclusions, analysis, and recommendations. The following is the Board's findings:

4. CONCLUSIONS (Continued)

CONCLUSION #14: (FOIA Exemption b6) credibility is questionable on at least one occasion where (FOIA Exemption b6) testimony was contradicted by more than one other witness. The Board feels (FOIA Exemption b6) lacked candor when testifying.

ANALYSIS: This conclusion is supported by the following contradictory testimony given by (FOIA Exemption b6) and the VA Police Staff at American Lake.

(FOIA Exemption b6) testified that (FOIA Exemption b6) travels to American Lake division (see (FOIA Exemption b6) Testimony page 76 line 17 through page 79 page 5) and meets with the staff. (FOIA Exemption b6) also states (FOIA Exemption b6) travels down there at least weekly on Tuesdays (see Testimony (FOIA Exemption b6) page 76, Line 17 through line 23).

The testimony of (FOIA Exemption b6) (see Testimony (FOIA Exemption b6) page 11 Line 13 through 19), (FOIA Exemption b6) (see Testimony (FOIA Exemption b6) page 11 line 11 through page 12 line 1), (FOIA Exemption b6) (see (FOIA Exemption b6) page 7 line 16 through page 8 line 9), (FOIA Exemption b6) (see Testimony (FOIA Exemption b6) page 12 line 9 through page 13 line 16), (FOIA Exemption b6) (see Testimony (FOIA Exemption b6) page 8 line 5 through line 24), and (FOIA Exemption b6) (see Testimony (FOIA Exemption b6) page 15 line 19 through page 16 line 8) all gave the same testimony that they have either never seen (FOIA Exemption b6) the American Lake Division or have rarely see (FOIA Exemption b6). This makes it more likely

true then false that (FOIA Exemption b6) does not travel to the American Lake Division as (FOIA Exemption b6) testified and it is more likely true then false that (FOIA Exemption b6) does not meet with staff on regular bases at the American Lake Division. There are other inconsistencies in his testimony that places (FOIA Exemption b6) testimony into question.

CONCLUSION #15: (FOIA Exemption b6) credibility is questionable on at least one occasion where (FOIA Exemption b6) testimony was contradicted by more than one other witness. The Board feels (FOIA Exemption b6) lacked candor during all of (FOIA Exemption b6) testimony as we have found at least one occasion where there were more than three others who testimony contradicted (FOIA Exemption b6).

ANALYSIS: This conclusion is supported by the following contradictory testimony given by (FOIA Exemption b6) and the VA Police Staff the Seattle and American Lake Divisions.

(FOIA Exemption b6) testified (FOIA Exemption b6) never used any racially derogative term towards an employee or Veteran and testified (FOIA Exemption b6) never made any racial jokes (see (FOIA Exemption b6) Testimony page 16 lines 22 through page 19 line 18).

The testimony of (FOIA Exemption b6) (see (FOIA Exemption b6) page 13 line 2 through page 14 line 8), (FOIA Exemption b6) (see Testimony (FOIA Exemption b6) page 18 line 12 through page 19 line 15), (FOIA Exemption b6) (see Testimony (FOIA Exemption b6) page 11 line 16 through line 24), (FOIA Exemption b6) (see Testimony of (FOIA Exemption b6) page 9 line 6 through line 19), (FOIA Exemption b6) (see Testimony (FOIA Exemption b6) page 8 line 21 through page 11 line 6), (FOIA Exemption b6) (see (FOIA Exemption b6) page 8 line 2 through 3; page 9 line 11 through page 10 line 14), (FOIA Exemption b6) (see Testimony (FOIA Exemption b6) page 10 line 9 through page 12 line 4). All gave testimony they have heard (FOIA Exemption b6) use racial slurs or jokes. This makes it more likely true then false that (FOIA Exemption b6) does use racial slurs and jokes in the workplace which creates a hostile work environment. There are other inconsistencies in (FOIA Exemption b6) testimony that places the truthfulness of (FOIA Exemption b6) testimony into question.

CONCLUSION #16: (FOIA Exemption b6) credibility is questionable on at least one occasion where (FOIA Exemption b6) testimony was contradicted by more than one other witness. The Board feels (FOIA Exemption b6) lacked candor when testifying. This places (FOIA Exemption b6) testimony into question.

ANALYSIS: This conclusion is supported by the following contradictory testimony given by VA Police Staff at the Seattle Division.

(FOIA Exemption b6) stated he never parked in patient parking in "lot A" (see testimony of (FOIA Exemption b6) page 30 line 4 through line 6).

The testimony of (FOIA Exemption b6) (see testimony of (FOIA Exemption b6) page 45 line 15 through line 22), (FOIA Exemption b6) (see testimony (FOIA Exemption b6) page 23 line 19 through line 25), and (FOIA Exemption b6) (see testimony (FOIA Exemption b6) page 39 line 4 through page 41 line 7). All gave

testimony they have seen [REDACTED] park in patient parking on a routine bases. This makes it more likely true than false that [REDACTED] does park in patient parking on a routine bases while on duty with [REDACTED] privately owned vehicle which violates VA rules and regulations including "ICARE" principles. There are other inconstancies in his testimony that places the truthfulness of [REDACTED] testimony into question.

CONCLUSION #17: [REDACTED] credibility is questionable on at least one occasion where [REDACTED] testimony was contradicted by more than one other witness. The Board feels [REDACTED] lacked candor when testifying. There are other inconstancies in his testimony that places the truthfulness of [REDACTED] testimony into question.

ANAYLYSIS: This conclusion is supported by the following contradictory testimony given by other staff of the VA Police both at the Seattle and American Lake Divisions.

[REDACTED] testified [REDACTED] has never used profanity in the workplace as part of [REDACTED] normal conversation (see testimony of [REDACTED] page 16 line 1 through 15).

The testimony of [REDACTED] (see testimony of [REDACTED] page 7 line 13 through 19), [REDACTED] (see testimony of [REDACTED] page 11 line 25 through page 26 line 24), [REDACTED] (see testimony of [REDACTED] page 12 line 5 through line 11), [REDACTED] (see testimony [REDACTED] page 11 line 22 through page 12 line 2), [REDACTED] (see testimony of [REDACTED] page 18 line 4 through line 16), [REDACTED] (see testimony [REDACTED] r page 10 line 22 through line 25), [REDACTED] (see testimony [REDACTED] page 26 line 21 through page 28 line 1) and others. All gave testimony they have heard [REDACTED] use profane language on a regular bases. This makes it more likely true than false that [REDACTED] does use profane language on a daily bases in the workplace which creates a hostile work environment. There are other inconstancies in [REDACTED] testimony that places the truthfulness of [REDACTED] testimony into question.

## 5. RECOMMENDATIONS (Continued)

Based on the requests of the convening authority that the Board makes appropriate recommendations, the Board recommends the following:

Recommendation 1: Appropriate administrative action should be taken against [REDACTED]  
[REDACTED]

Recommendation 2: Appropriate administrative action should be taken against [REDACTED]  
[REDACTED]

Recommendation 3: Appropriate administrative action should be taken against [REDACTED]  
[REDACTED].

Recommendation 4: Appropriate administrative action should be taken against [REDACTED]  
[REDACTED].



Recommendation 2: Appropriate administrative action should be taken against [REDACTED]  
[REDACTED] (FOIA Exemption b6)

Recommendation 3: Appropriate administrative action should be taken against [REDACTED]  
[REDACTED] (FOIA Exemption b6)

Recommendation 4: Appropriate administrative action should be taken against [REDACTED]  
[REDACTED] (FOIA Exemption b6)

Recommendation 5: Appropriate administrative action should be taken [REDACTED]  
[REDACTED] (FOIA Exemption b6)

Recommendation 6: Appropriate administrative action should be taken against [REDACTED]  
[REDACTED] (FOIA Exemption b6)

Recommendation 7: Police Service be retrained in EEO training, i.e. hostile work environment, discrimination, and ethics training

Recommendation 8: Police Management attends the Police Inspection Course at the Law Enforcement Training Center (LETC), if they have already not done so.

Recommendation 9: Police management and leadership receive training from Human Resources regarding appropriate hiring practices

Recommendation 10: Human Resources conduct a review of the Performance Based Interviewing process used by Police Service when selecting new applicants or for promotions

Recommendation 11: Police management and leadership receive training on Performance Based Interviewing

Recommendation 12: Removal of camera system used by [REDACTED] that monitors the Police Operations area.

Recommendation 13: Add a full-time Training Officer position at American Lake to ensure training is being accomplished

Recommendation 14: Police Service to develop two records control schedules, one for Seattle and one for American Lake to help maintain police related documents, such as Investigative Reports, Daily Operations Journals, United States District Court Violation Notices, etc.

Recommendation 15: Police management and leadership receive Timekeeping training

Recommendation 16: Performance Appraisals – Human Resources needs to provide supervisor training on all aspects of Officer "Performance Appraisal" evaluations and maintaining competency folders.

Recommendation 17: Training Officers and Captains are being used to assist with shift coverage, when needed. This will help reduce unnecessary overtime

Recommendation 18: Detective be placed back into his role to ensure appropriate follow-up investigations are being accomplished

Recommendation 19: Detective to be assigned as the Court Liaison Officer as an additional duty

Recommendation 20: Police Chief to update all police related position descriptions

Recommendation 21: Recommend that the Performance Based Interviewing boards are made up of other service's staff to supplement the chairperson who should be Police. The grade of the board member should at least be the same as the hiring position. The board should be "free" from influence. Reach out to other facilities for "best practices"

Recommendation 22: Police management and leadership receive Supervisory "nuts and bolts" Training – If the supervisors have not received this training (should be mandatory).

Recommendation 23: Continuity within Police Service (Communication) – At the very least there should be monthly officer meetings (watch) held by the Watch Supervisor, a monthly supervisor meeting (by [REDACTED] (FOIA Exemption 56)), a weekly meeting for Police Management ([REDACTED] (FOIA Exemption 56)), and an annual All Service.

Recommendation 24: Progressive Discipline – Human Resources should give "Progressive Discipline" training to all supervisory staff.

Recommendation 25: Work Schedule – the schedule needs to be revised to reflect the most "cost effective" way to cover shifts, balancing work/life commitments. Reach out to other facilities for "best practices".

Recommendation 26: Assigning "light duty" to Police Officers – there is a disparity in the administration of light duty assignments for Police Officers that cannot perform "full" Police Officer duties. Human Resources need to review and implement a "consistent" light duty policy.

Recommendation 27: Fiscal Training – Police Management need training in managing budget/overtime

Recommendation 28: Full review of Training Records ensuring that the Training Sergeants understand the guidelines on maintaining the training records (should be reviewed at least semi-annually).

Recommendation 29: Training Folders – need to be reviewed by Police Management at least semi-annually (quarterly would be best practice) and annotated on the VA Form 0867d.

Recommendation 30: Chain of Custody and evidence custodians – A review of protocol should be completed by Police Management emphasizing the proper chain of custody, properly securing, and labeling of evidence.

Recommendation 31: Radios/communication (both divisions) – a comprehensive review needs to be completed and the results implemented.

Recommendation 32: Holsters issued to uniformed police officers should be consistent (the same type holster), approved by LETC, and in good working condition (I saw several missing retention screws).

Recommendation 33: Re-establish relationships with local law enforcement, United States Attorney, and VA OIG-CID.

Recommendation 33: Program Assistant – the location of the Program Assistant should be where the Chief of Police is located.

Recommendation 34: Police office areas, holding room, and locker-room need cleaning and organization (Environment of Care)

Submitted by:

\_\_\_\_\_  
Roger Brushaber, Member  
Chief of Police  
VA Illiana Healthcare System  
Danville, Illinois

\_\_\_\_\_  
Date

\_\_\_\_\_  
William Shirah, Member  
Chief of Police  
St. Louis Healthcare System  
VISN 15, Lead Police Chief

\_\_\_\_\_  
Date

\_\_\_\_\_  
William Dale Hendley, Chair  
Chief of Police  
Salem VA Medical Center  
VISN 6, Lead Police Chief

\_\_\_\_\_  
Date

## EXHIBITS

Exhibit#	Description:	Source:	Date:
1	Email regarding EEO Activity	Ronnie Jones, EEO Manager	06-01-2015
2	Email regarding Supervisor's Counseling, Coaching and Employee Engagement Program	Jamie M. Wade, Employee/Labor Relations	04-25-2013
3	Police Officer Avenues of Redress History – EEO – Office of Resolution Management	Jamie M. Wade, Employee/Labor Relations	01-2015
4	Email – Successful Closure of Three Fitness for Duty Cases	Jamie M. Wade, Employee/Labor Relations	03-10-2015
5	Payroll-Police OT-CT FY 12-15 (2) FY12; FY13; FY14 and FY15	Joe Beedle, Chief of Fiscal	06-03-2015
6	CY POL (Police Staffing Levels)	Joe Beedle, Chief of Fiscal	
7	Police Service Organizational Chart	Joe Beedle, Chief of Fiscal	08-22-2014
8	FY 2015 Service Line Budget Request	Joe Beedle, Chief of Fiscal	
9	FY 2014 Service Line Budget Request	Joe Beedle, Chief of Fiscal	
10	Memorandum – Discrimination of Minorities within the Police Service Line	(FOIA Exemption b6)	09-14-2014
11	Voluntary Witness Statement	(FOIA Exemption b6)	05-06-2014
12	Letter – Complaint	(FOIA Exemption b6)	10-01-2014
13	Memorandum – Weapons return, signature block required	(FOIA Exemption b6)	05-10-2013
14	Email regarding US Attorney and the OIG RAC	(FOIA Exemption b6)	05-28-2015
15	Email regarding (FOIA Exemption b6) Question	(FOIA Exemption b6)	06-09-2015
16	Email – Update on IR's that have not been received by Admin	(FOIA Exemption b6)	04-08-2015
17	Email regarding Missing UOR's and Citations Updated for May 2015	(FOIA Exemption b6)	06-02-2015
18	Report of Contact / Employee	(FOIA Exemption b6)	10-14-2014
19	Report of Contact / Employee	(FOIA Exemption b6)	10-13-2014
20	Report of Contact	(FOIA Exemption b6)	09-04-2014

Director, VA Puget Sound HCS  
Report of Investigation – Police Management

21	Fact Finding Inquiry – Summary of Interview – (FOIA Exemption b6)	(FOIA Exemption b6)	11-21-2014
22	Inspection of Police Service for August 13-17, 2012	Director of Security and Law Enforcement	
23	Inspection of Police Service for December 9-13, 2013	Director of Security and Law Enforcement	
24	Inspection of Police Service for July 7-11, 2014	Director of Security and Law Enforcement	08-25-2014
25	Email regarding State of Police Service	(FOIA Exemption b6)	05-27-2015
26	State of Police Service	(FOIA Exemption b6)	05-27-2015
27	Police Service Duty Schedule	(FOIA Exemption b6)	06-10-2015
28	Email regarding Intent to self-demote	(FOIA Exemption b6)	03-13-2015
29	Report of Contact / Employee	(FOIA Exemption b6)	03-03-2014
30	Email regarding Congratulations	(FOIA Exemption b6)	12-02-2013
31	Letter by (FOIA Exemption b6)	(FOIA Exemption b6)	06-10-2015
32	Email regarding Police AIB Interview – (FOIA Exemption b6)	(FOIA Exemption b6)	06-10-2015
33	Email regarding 902 completion	Michael J. Franklin, Director for Police Service	06-10-2015
34	Letter by L (FOIA Exemption b6)	(FOIA Exemption b6)	10-08-2014
35	Email regarding Complaint AUSA and RC Memo authority	(FOIA Exemption b6)	10-08-2014
36	2013 All Employee Survey Results	(FOIA Exemption b6)	06-10-2015
37	2014 All Employee Survey Results	(FOIA Exemption b6)	06-10-2015
38	Photo of (FOIA Exemption b6) desk	(FOIA Exemption b6)	06-10-2015
39	Email regarding Temporary duty Between Locations	(FOIA Exemption b6)	05-11-2014
40	Position Description – Lead Police Officer		10-23-2013
41	Memorandum – Letter of Written Counseling	(FOIA Exemption b6)	06-11-2014
42	Letter to Mr. (FOIA Exemption b6)		

Director, VA Puget Sound HCS  
Report of Investigation -- Police Management

43	Memorandum regarding Concern -- Low Leave Balance(s)	(FOIA Exemption b6) [REDACTED]	04-23-2014
44	Memorandum regarding Concern -- Excessive Sick Leave Balance(s)	(FOIA Exemption b6) [REDACTED]	06-13-2013
45	Position Description -- Police Officer		11-16-1999
46	Fact Finding Inquiry Summary -- Fear of Reprisal, VA Puget Sound Police Service	(FOIA Exemption b6) [REDACTED]	02-27-2015
47	Email regarding Inappropriate	(FOIA Exemption b6) [REDACTED]	09-22-2014
48	Memorandum regarding Evidence Case File	(FOIA Exemption b6) [REDACTED]	06-11-2013
49	Email regarding Good bye and Thank You	(FOIA Exemption b6) [REDACTED]	03-20-2015
50	Timeline of Event [REDACTED]	(FOIA Exemption b6) [REDACTED]	
51	Hearing Proceedings, Department of Veterans Affairs, Interview Upon Oral Examination of [REDACTED]		03-26-2015
52	Copies of Evidence Ledger	(FOIA Exemption b6) [REDACTED]	06-12-2015
53	Transcribed Testimony of Ronnie Jones, EEO Manager	Coral Sorensen, Court Reporter	06-02-2015
54	Transcribed Testimony of Jamie Wade, Employee/Labor Relations	Coral Sorensen, Court Reporter	06-02-2015
55	Transcribed Testimony of Joseph Beedle, Chief of Fiscal	Catherine E. Black, Court Reporter	06-03-2015
56	Transcribed Testimony of [REDACTED]	Catherine E. Black, Court Reporter	06-03-2015
57	Transcribed Testimony of [REDACTED]	Catherine E. Black, Court Reporter	06-03-2015
58	Transcribed Testimony of (FOIA Exemption b6) [REDACTED]	Catherine E. Black, Court Reporter	06-03-2015
59	Transcribed Testimony of (FOIA Exemption b6) [REDACTED]	Coral Sorensen, Court Reporter	06-04-2015
60	Transcribed Testimony of (FOIA Exemption b6) [REDACTED]	Coral Sorensen, Court Reporter	06-04-2015
61	Transcribed Testimony of [REDACTED]	Coral Sorensen, Court Reporter	06-04-2015
62	Transcribed Testimony of [REDACTED]	Coral Sorensen, Court Reporter	06-04-2015

Director, VA Puget Sound HCS  
Report of Investigation – Police Management

63	Transcribed Testimony of [REDACTED] [REDACTED]	Coral Sorensen, Court Reporter	06-04-2015
64	Transcribed Testimony of [REDACTED] (FOIA Exemption B)	Catherine E. Black, Court Reporter	06-05-2015
65	Transcribed Testimony of [REDACTED] [REDACTED]	Catherine E. Black, Court Reporter	06-05-2015
66	Transcribed Testimony of [REDACTED] [REDACTED]	Catherine E. Black, Court Reporter	06-05-2015
67	Transcribed Testimony of [REDACTED] [REDACTED] [REDACTED]	Catherine E. Black, Court Reporter	06-08-2015
68	Transcribed Testimony of [REDACTED] [REDACTED]	Catherine E. Black, Court Reporter	06-08-2015
69	Transcribed Testimony of [REDACTED] [REDACTED]	Catherine E. Black, Court Reporter	06-08-2015
70	Transcribed Testimony of [REDACTED] (FOIA Exemption B)	Catherine E. Black, Court Reporter	06-08-2015
71	Transcribed Testimony of [REDACTED] [REDACTED]	Catherine E. Black, Court Reporter	06-09-2015
72	Transcribed Testimony of [REDACTED] [REDACTED]	Catherine E. Black, Court Reporter	06-09-2015
73	Transcribed Testimony of [REDACTED] [REDACTED]	Catherine E. Black, Court Reporter	06-09-2015
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75	Transcribed Testimony of [REDACTED] [REDACTED]	Catherine E. Black, Court Reporter	06-09-2015
76	Transcribed Testimony of [REDACTED] (FOIA Exemption B)	Catherine E. Black, Court Reporter	06-09-2015
77	Transcribed Testimony of [REDACTED] [REDACTED]	Catherine E. Black, Court Reporter	06-09-2015
78	Transcribed Testimony of [REDACTED] (FOIA Exemption B)	Catherine E. Black, Court Reporter	06-09-2015
79	Transcribed Testimony of [REDACTED] (FOIA Exemption B)	Judith A. Robinson, Court Reporter	06-10-2015
80	Transcribed Testimony of [REDACTED] [REDACTED]	Judith A. Robinson, Court Reporter	06-10-2015



Director, VA Puget Sound HCS  
Report of Investigation – Police Management

81	Transcribed Testimony of [REDACTED]	Judith A. Robinson, Court Reporter	06-10-2015
82	Transcribed Testimony of [REDACTED]	Judith A. Robinson, Court Reporter	06-10-2015
83	Transcribed Testimony of [REDACTED]	Judith A. Robinson, Court Reporter	06-10-2015
84	Transcribed Testimony of [REDACTED]	Catherine E. Black, Court Reporter	06-11-2015
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86	Transcribed Testimony of [REDACTED]	Catherine E. Black, Court Reporter	06-11-2015
87	Transcribed Testimony of [REDACTED]	Catherine E. Black, Court Reporter	06-11-2015
88	Memorandum, Evidence Case File	[REDACTED] (FOIA Exemption b6)	06-11-2013
89	Report of Contact	[REDACTED] (FOIA Exemption b6)	02-14-2014
90	Voluntary Witness Statement	[REDACTED] (FOIA Exemption b6)	05-01-2014
91	Voluntary Witness Statement	[REDACTED] (FOIA Exemption b6)	05-06-2014
92	Letter addressed to Whom It May Concern	[REDACTED] (FOIA Exemption b6)	05-12-2014
93	Report of Contact	[REDACTED] (FOIA Exemption b6)	09-04-2014
94	Email, Subject: Inappropriate	[REDACTED] (FOIA Exemption b6)	09-22-2014
95	Report of Contact	[REDACTED] (FOIA Exemption b6)	09-23-2014
96	Email, Subject: FOIA Request	[REDACTED] (FOIA Exemption b6)	09-25-2014
97	Email, Subject: Read this and before you respond think about it... This is not a slam or a slap, it is a concern	[REDACTED] (FOIA Exemption b6)	09-25-2014
98	Memorandum, Subject: Reprisal and retaliation	[REDACTED] (FOIA Exemption b6)	10-01-2014
99	Email, Subject: Another incident where 38 CFR 902 18 USC 241 and 242 were violated by VA Police	Steve Rivers, Office of Security and Law Enforcement	10-07-2014
100	Email, Subject: Another incident where 38 CFR 902 18 USC 241 and 242 were violated by VA Police	[REDACTED] (FOIA Exemption b6)	10-07-2014

Director, VA Puget Sound HCS  
Report of Investigation – Police Management

101	Report of Contact	(FOIA Exemption b6)	10-13-2014
102	Report of Contact	(FOIA Exemption b6)	10-14-2014
103	Memorandum, Subject: Fact Finding Inquiry Summary -- Inappropriate Conduct During VA Police Supervisor's Meeting	(FOIA Exemption b6)	12-09-2014
104	Fact Finding interview of	Elizabeth Hardin	02-18-2015
105	Fact Finding interview of	Elizabeth Hardin	02-18-2015
106	Fact Finding interview of	Elizabeth Hardin	02-19-2015
107	Transcribed Testimony of	Patricia A. Blevins, Court Recorder	03-26-2015
108	Transcribed Testimony of	Patricia A. Blevins, Court Recorder	03-26-2015
109	Transcribed Testimony of	Patricia A. Blevins, Court Recorder	03-26-2015
110	Email, Subject: Administrative Investigation Board	(FOIA Exemption b6)	05-15-2015
111	Voluntary Witness Statement	(FOIA Exemption b6)	06-12-2015
112	Email, Subject: Thursday Interview	(FOIA Exemption b6)	06-16-2015
113	Email, Subject: 2014 Puget Sound VA HCS Inspection response	Edward Dubois, Office of Security and Law Enforcement	06-16-2015
114	Email, Subject: Puget Sound Inspection response for Dec 2013 Inspection	Edward Dubois, Office of Security and Law Enforcement	06-16-2015
115	Email, Subject: Thursdays Interview	William Dale Hendley	06-16-2015
116	Email, Subject: Voluntary Reduction in grade	(FOIA Exemption b6)	06-19-2015
117	Email, Subject: Inappropriate	(FOIA Exemption b6)	09-22-2014
118	Email, Subject: Update on IR's that have not been received by Admin.	Brian Schuman	04-27-2015
119	Memorandum, Subject: Telework Agreement Approval	Wayman Chan	11-05-2014

**ATTACHMENTS**  
Index

Attachment	Description	Source	Date
A-1	Email, Subject: Police AIB Charter Letter 4-17-15-Signed	Wayman Chan	04-25-2015
A-2	Email, Subject: Police AIB at VA Puget Sound	Wayman Chan	04-20-2015
A-3	Email, Subject: Police AIB Preparation	Wayman Chan	04-24-2015
A-4	List of Veterans Affairs Police Personnel	Wayman Chan	
A-5	Police Service Organizational Chart	Wayman Chan	
A-6	Resume – Kirk S. Rose, dated 08-23-2007	Wayman Chan	
A-7	Optional Application for Federal Employment – Barry V. Toepp, dated 03-06-2004	Wayman Chan	
A-8	Resume – [FOIA Exemption b6], dated 05-19-2011	Wayman Chan	
A-9	Performance Appraisal Program – [FOIA Exemption b6], dated 11-18-2013	Wayman Chan	
A-10	Performance Appraisal Program – [FOIA Exemption b6], dated 11-06-2012	Wayman Chan	
A-11	Position Description – Security Officer, dated 03-07-2012	Wayman Chan	
A-12	Position Description – Supervisory Security Specialist, dated 06-05-12	Wayman Chan	
A-13	Position Description – Lead Police Officer, dated 10-23-2013	Wayman Chan	
A-14	Position Description – Police Officer, dated 11-26-2013	Wayman Chan	
A-15	Position Description – Police Officer (Instructor), dated 11-08-2013	Wayman Chan	
A-16	Position Description – Detective, dated 07-30-2003	Wayman Chan	
A-17	Position Description – Supervisory Police Officer, dated 11-20-2012	Wayman Chan	
A-18	Position Description – Supervisory Police Officer, dated 05-08-2013	Wayman Chan	

Director, VA Puget Sound HCS  
Report of Investigation – Police Management

A-19	Position Description – Supervisory Police Officer (Instructor), dated 08-09-2013	Wayman Chan	
A-20	Leave Used Summary for the Police Service	Wayman Chan	05-29-2015
A-21	Notice of Witness Obligations, Protections, and Privacy Act Matters	Ronnie Jones	06-02-2015
A-22	Notice of Witness Obligations, Protections, and Privacy Act Matters	Jamie Wade	06-02-2015
A-23	Notice of Witness Obligations, Protections, and Privacy Act Matters	Joseph Beedle	06-03-2015
A-24	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b3)	06-03-2015
A-25	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b3)	06-03-2015
A-26	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b3)	06-03-2015
A-27	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b3)	06-03-2015
A-28	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b3)	06-03-2015
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A-31	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b3)	06-04-2015
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A-34	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b3)	06-04-2015
A-35	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b3)	06-04-2015
A-36	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b3)	06-04-2015
A-37	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b3)	06-04-2015

Director, VA Puget Sound HCS  
Report of Investigation -- Police Management

A-38	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b3)	06-04-2015
A-39	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b3)	06-04-2015
A-40	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b3)	06-05-2015
A-41	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b3)	06-05-2015
A-42	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b3)	06-08-2015
A-43	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b3)	06-08-2015
A-44	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b3)	06-08-2015
A-45	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b3)	06-08-2015
A-46	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b3)	06-08-2015
A-47	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b3)	06-08-2015
A-48	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b3)	06-09-2015
A-49	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b3)	06-09-2015
A-50	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b3)	06-09-2015
A-51	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b3)	06-09-2015
A-52	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b3)	06-09-2015
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Director, VA Puget Sound HCS  
Report of Investigation – Police Management

A-56	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b6)	06-09-2015
A-57	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b6)	06-09-2015
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A-62	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b6)	6-10-2015
A-63	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b6)	06-10-2015
A-64	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b6)	06-10-2015
A-65	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b6)	06-10-2015
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A-67	VA PSHCS Bargaining Unit Employee Union Representation Advisory	(FOIA Exemption b6)	06-10-2015
A-68	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b6)	06-10-2015
A-69	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b6)	06-11-2015
A-70	Designation of Representative	(FOIA Exemption b6)	06-11-2015
A-71	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b6)	06-11-2015
A-72	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b6)	06-11-2015
A-73	Notice of Witness Obligations, Protections, and Privacy Act Matters	(FOIA Exemption b6)	06-11-2015
A-74	Email, Subject (FOIA Exemption b6) E-Mail: AIB Information	Wayman Chan	06-01-2015

Director, VA Puget Sound HCS  
Report of Investigation – Police Management

A-75	Email, Subject: Straub AIB	Wayman Chan	06-01-2015
A-76	Email, Police AIB Request: Performance Appraisals	Darla Generso	06-01-2015
A-77	Email, Tentative Schedule for Police AIB Interviews	Roger Brushaber	06-01-2015
A-78	Email, Tentative Schedule for Police AIB Interviews	Wayman Chan	06-01-2015
A-79	Email, Police AIB Request: Performance Appraisals	Darla Generso	06-01-2015
A-80	Email, Subject: Dana Webster: AIB Information	Wayman Chan	06-01-2015
A-81	Email, Subject: Police AIB: Request re: Budget	Wayman Chan	06-02-2015
A-82	Email, Subject: Police AIB Tentative Schedule	<del>(FOIA Exemption 5)</del>	06-02-2015
A-83	Email, Subject: Police AIB Tentative Schedule	Wayman Chan	06-02-2015
A-84	Email, Subject: Interview	Keith Lamb	06-02-2015
A-85	Email, Subject: Phone Numbers	Wayman Chan	06-02-2015
A-86	Email, Subject: Police AIB Document Request: Resumes	Darin Derrick	06-02-2015
A-87	Email, Subject: Police AIB Document Request: Timecards	Wayman Chan	06-02-2015
A-88	Email, Subject: Police AIB Document Request: Resumes	Wayman Chan	06-02-2015
A-89	Email, Subject: Police AIB Document Request: Resumes	Jamie Wade	06-02-2015
A-90	Email, Subject: Police AIB Tentative Schedule	William Shirah	06-02-2015
A-91	Email, Subject: Speak with AIB	Wayman Chan	06-02-2015
A-92	Email, Subject: Police AIB Tentative Schedule	Wayman Chan	06-02-2015
A-93	Email, Subject: Police AIB: Request re: Budget	Wayman Chan	06-02-2015
A-94	Email, Subject: Gross Mismanagement MSPB Definition	Jamie Wade	06-03-2015

Director, VA Puget Sound HCS  
Report of Investigation – Police Management

A-95	Email, Subject: VAPSHCS Code of Conduct policy	Jamie Wade	06-03-2015
A-96	Email, Subject: Merit Promotion Principles – Prohibited Personnel Practices	Jamie Wade	06-03-2015
A-97	Email, Subject: Resources EEO, Harassment, Reprisal and Retaliation	Jamie Wade	06-03-2015
A-98	Email, Subject: Police AIB Tentative Schedule	Wayman Chan	06-03-2015
A-99	Email, Subject: Police AIB Tentative Schedule	Wayman Chan	06-03-2015
A-100	Email, Subject: Resources – Work Place	Jamie Wade	06-03-2015
A-101	Email, Subject: Equal Employment Opportunity, Diversity & Inclusion, No FEAR, and Whistleblower Protection Policy Statement	Jamie Wade	06-03-2015
A-102	Email, Subject: Police AIB: Request for AES	Michelle Power	06-04-2015
A-103	Email, Subject: Police AIB Tentative Schedule	Wayman Chan	06-04-2015
A-104	Email, Subject: Police AIB: Request for AES	Michelle Power	06-04-2015
A-105	Email, Subject: Police AIB Tentative Schedule	Wayman Chan	06-05-2015
A-106	Email, Subject: Authorized Absence (AA) Paid Time without charges to leave – VA handbook 5011 Policy	Jamie Wade	06-07-2015
A-107	Email, Subject: access to Building 199, Room 107 at Amlk	Sean Longosky	06-08-2015
A-108	Email, Subject: Police AIB Tentative Schedule	Wayman Chan	06-08-2015
A-109	Email, Subject: Police AIB Tentative Schedule	Wayman Chan	06-08-2015
A-110	Email, Subject: Police AIB Tentative Schedule	Wayman Chan	06-08-2015
A-111	Email, Subject: Police AIB Tentative Schedule	Wayman Chan	06-08-2015
A-112	Email, Subject: 902 training documentation	Roger Brushaber	06-09-2015
A-113	Email, Subject: Gordon-AIC Question	Roger Brushaber	06-09-2015



Director, VA Puget Sound HCS  
Report of Investigation -- Police Management

A-114	Email, Subject: 902 completion	Roger Brushaber	06-10-2015
A-115	Email, Subject: 902 completion	Roger Brushaber	06-10-2015
A-116	Email, Subject: Interviewing [FOIA Exemption (b)(7)(D)]	Roger Brushaber	06-10-2015
A-117	Email, Subject: Police AIB Tentative Schedule	Wayman Chan	06-10-2015
A-118	Email, Subject: State of Police Service	Roger Brushaber	06-10-2015
A-119	Email, Subject: Police AIB Interview -- [FOIA Exemption (b)(7)(D)]	Wayman Chan	06-10-2015
A-120	Email, Subject: Police AIB Interview -- [FOIA Exemption (b)(7)(D)]	Wayman Chan	06-10-2015
A-121	Email, Subject: 902 Completion	Wayman Chan	06-10-2015
A-122	Email, Subject: Results of interviews	Wayman Chan	06-11-2015
A-123	Email, Subject, Uniform Change	Jamie Wade	06-11-2015
A-124	Email, Subject: Uniform Change	Jamie Wade	06-11-2015
A-125	Email, Subject: AFGE 3197 Step-3 Grievance 08022013; Step 3 Decision 02-03-2014; RE: Step 3 Radio Project Status Report; Grievance Closed	Jamie Wade	06-11-2015
A-126	Email, Subject: Uniform Change	Roger Brushaber	06-11-2015
A-127	Email, Subject: Uniform Change	Roger Brushaber	06-11-2015
A-128	Email, Subject: Police AIB: Request re; Candidates	Wayman Chan	06-15-2015
A-129	Email, Subject: Police AIB Interview -- Plourd	Wayman Chan	06-15-2015
A-130	Email, Subject: Inspection responses	Michael Franklin	06-16-2015
A-131	Email, Subject: Puget Sound Inspection responses for Dec 2013 Inspection	Edward Dubois	06-16-2015
A-132	Email, Subject: 2014 Puget Sound VA HCS Inspection response	Edward Dubois	06-16-2015
A-133	Email, Subject: police AIB: Voluntary Reduction in grade	Wayman Chan	06-19-2015
A-134	Email, Subject: This is a copy of the first notice sent to my staff regarding NCOD in January of 14	[FOIA Exemption (b)(7)(D)]	06-19-2015

Director, VA Puget Sound HCS  
Report of Investigation – Police Management

A-135	Email, Subject: Change in Grade badge request	(FOIA Exemption b6)	06-19-2015
A-136	Email, Subject: Voluntary Reduction in grade	(FOIA Exemption b6)	06-19-2015
A-137	Email, Subject: documents	(FOIA Exemption b6)	06-19-2015
A-138	Email, Subject: Voluntary Reduction in grade	(FOIA Exemption b6)	06-19-2015
A-139	Email, Subject: Approved telework	(FOIA Exemption b3)	06-19-2015
A-140	Email, Subject: documents	(FOIA Exemption b6)	06-19-2015
A-141	Email, Subject: Step down notice	(FOIA Exemption b6)	06-19-2015
A-142	Email, Subject: Uniform Change	(FOIA Exemption b6)	06-23-2015
A-143	Email, Subject: police AIB Scheduling Info	(FOIA Exemption b6)	05-30-2015
A-144	Email, Subject: Police AIB request: performance Appraisals	(FOIA Exemption b6)	05-30-2015
A-145	Email, Subject: HE Specialist Over Police Service	Julie Wilkerson	05-29-2015
A-146	Email, Subject: Police AIB Documentation Folder	Wayman Chan	05-29-2015
A-147	Email, Subject: Scheduling for AIB	(FOIA Exemption b6)	05-29-2015
A-148	Email, Subject: Employee List 05 29 2015	Wayman Chan	05-29-2015
A-149	Memorandum, Subj: Request for Administrative Investigation into Violations listed in Title 38 – Table of Penalties for NO: 12, #20, #37, #38	(FOIA Exemption b6)	05-29-2015
A-150	Email, Subject: Police AIB: Performance Appraisals	(FOIA Exemption b6)	05-29-2015
A-151	Email, Subject: Deduction of OT	(FOIA Exemption b6)	05-19-2015
A-152	Memorandum, Subj: Administrative Investigation of Police Service Leadership	Michael J. Murphy, Director, VA Puget Sound Health Care System	05-13-2015
A-153	Email, Subject: AIB Testimony	(FOIA Exemption b6)	05-12-2015
A-154	Email, Subject: Police Organizational Chart	(FOIA Exemption b6)	05-12-2015
A-155	Email, Subject: Police Service FTEE List	(FOIA Exemption b6)	05-12-2015
A-156	Email, Subject: Performance Appraisals	(FOIA Exemption b6)	05-12-2015

Director, VA Puget Sound HCS  
Report of Investigation -- Police Management

A-157	Email, Subject: Contracts under Police Service	(FOIA Exemption b6)	05-12-2015
A-158	Email, Subject: EEO Complaints	(FOIA Exemption b6)	05-12-2015
A-159	Email, Subject: Budget	(FOIA Exemption b6)	05-12-2015
A-160	Email, Subject: Leave Usage for Police Service	(FOIA Exemption b6)	05-12-2015
A-161	Email, Subject: AIB -- Police Service	(FOIA Exemption b6)	05-12-2015
A-162	Email, Subject: Seattle, WA inspection results 2014-II	Edward Dubois	05-11-2015
A-163	Email, Subject: Inspection Results Seattle Draft	Edward Dubois	05-11-2015
A-164	Email, Subject: Seattle, WA inspection results 2012	Edward Dubois	05-11-2015
A-165	Email, Subject: Access to Chiefs Menu -- Seattle and American Lake	(FOIA Exemption b6)	05-07-2015
A-166	Email, Subject: Inspection Results for Puget Sound Health Care System	(FOIA Exemption b6)	05-07-2015
A-167	Email, Subject: Use of military duty for intimidation, and other instances NO confidence	(FOIA Exemption b6)	04-30-2015
A-168	Email, Subject: DOL findings; settlement; Wiseman; Payroll; Performance; suffer to work; Willis	(FOIA Exemption b6)	04-29-2015
A-169	Email, Subject: Police AIB	Lisa Mizumoto	04-24-2015
A-170	Email, Subject: Threats and Intimidation	(FOIA Exemption b6)	04-21-2015
A-171	Email, Subject: Gross miss-management (Manning)	(FOIA Exemption b6)	04-20-2015
A-172	Email, Subject: Slander	(FOIA Exemption b6)	04-19-2015
A-173	Email, Subject: Non-selection EEO part 1	(FOIA Exemption b6)	04-19-2015
A-174	Email, Subject: Non-selection	(FOIA Exemption b6)	04-19-2015
A-175	Email, Subject: Credentials and Letter from Chief Casey	(FOIA Exemption b6)	04-19-2015
A-176	Email, Subject: AIB (2x) attempt to contact	(FOIA Exemption b6)	04-17-2015

Director, VA Puget Sound HCS  
Report of Investigation – Police Management

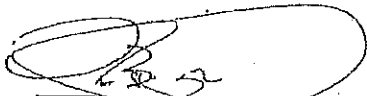
A-177	Memorandum, Subject: Administrative Investigation of Police Service Leadership	Michael J. Murphy	04-17-2015
A-178	Email, Subject: Police AIB	Jane M. Penny	04-16-2015
A-179	Email, Subject: Director's knowledge	(FOIA Exemption b6)	04-16-2015
A-180	Email, Subject: Performance Appraisals	(FOIA Exemption b6)	04-14-2015
A-181	Email, Subject: AIB	(FOIA Exemption b6)	04-12-2015
A-182	Email, Subject: Slander	(FOIA Exemption b6)	04-10-2015
A-183	Email, Subject: Awol	(FOIA Exemption b6)	04-09-2015
A-184	Email, Subject: Non-Selection EEO part 2	(FOIA Exemption b6)	04-08-2015
A-185	Email, Subject: Non-selection EEO part 1	(FOIA Exemption b6)	04-08-2015
A-186	Email, Subject: Non-Selection	(FOIA Exemption b6)	04-07-2015
A-187	Email, Subject: Establishment as a whistle blower	(FOIA Exemption b6)	04-02-2015
A-188	Email, Subject: AIB Interview	(FOIA Exemption b6)	04-01-2015
A-189	Email, Subject: Police Service AIB	(FOIA Exemption b6)	03-31-2015
A-190	Email, Subject: AIB	(FOIA Exemption b6)	03-29-2015
A-191	Email, Subject: AIB	(FOIA Exemption b6)	03-27-2015
A-192	Email, Subject: Police AIB	(FOIA Exemption b6)	03-26-2015
A-193	Email, Subject: AIB question	(FOIA Exemption b6)	03-26-2015
A-194	Email, Subject: AIB	(FOIA Exemption b6)	03-26-2015
A-195	Email, Subject: AIB regarding VA Police Department	(FOIA Exemption b6)	03-25-2015
A-196	Email, Subject: contact	(FOIA Exemption b6)	03-25-2015
A-197	Email, Subject: Code Green	Susan p. Brooks	03-23-2015
A-198	Email, Subject: ARB	Thomas Hirschler	03-23-2015
A-199	Email, Subject: Code Green	Susan P. Brooks	03-23-2015
A-200	Email, Subject: good bye and thank you	(FOIA Exemption b6)	03-20-2015
A-201	Email, Subject: out of System Payment	(FOIA Exemption b6)	02-23-2015
A-202	Email, Subject: [REDACTED]	(FOIA Exemption b6)	12-31-2014

Director, VA Puget Sound HCS  
Report of Investigation — Police Management

A-203	Memorandum, Subject: 902 Implementation	(FOIA Exemption b6)	10-20-2014
A-204	Memorandum, Subject: Response to OS&LE Inspection of VAPSHCS Police Service, July 7-11, 2014	(FOIA Exemption b6)	10-09-2014
A-205	Email, Subject: Telephone Operator draft Announcement	(FOIA Exemption b6)	10-02-2014
A-206	Memorandum, Subject: Inspection of Police Services, VA Puget Sound Health Care System (HCS), Seattle, Washington (WA)	Eric E. Leal	04-10-2014
A-207	Email, Subject: Free FLETC Webinar Schedule	(FOIA Exemption b6)	01-21-2014
A-208	Email, Subject: Full Time, Overtime, and Comp Time policy and procedures	(FOIA Exemption b6)	11-25-2013
A-209	Email, Subject: Results of our Interviews	(FOIA Exemption b6)	11-21-2013
A-210	Memorandum, Subject: Long-term Officer Safety Violations specific to Investigative Report #2013-05-20-0041-5450 (Memorandum of Record)	(FOIA Exemption b6)	07-03-2013
A-211	Memorandum, Subject: Management Misconduct	(FOIA Exemption b6)	06-25-2013
A-212	Memorandum, Subject: Written Counseling	(FOIA Exemption b6)	10-23-2012

Director, VA Puget Sound HCS  
Report of investigation -- Police Management

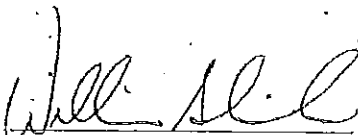
Submitted by:



Roger Brushaber, Member  
Chief of Police  
VA Illiana Healthcare System  
Danville, Illinois

AUG 13 2015

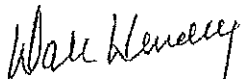
Date



William Shirah, Member  
Chief of Police  
St. Louis Healthcare System  
VISN 15, Lead Police Chief

08/13/2015

Date



William Dale Hendley, Chair  
Chief of Police  
Salem VA Medical Center  
VISN 6, Lead Police Chief

AUG 14 2015

Date